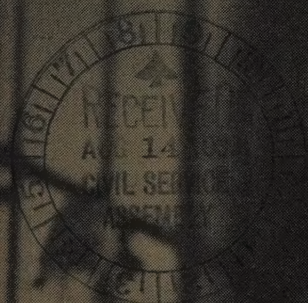


# Local Government SERVICE



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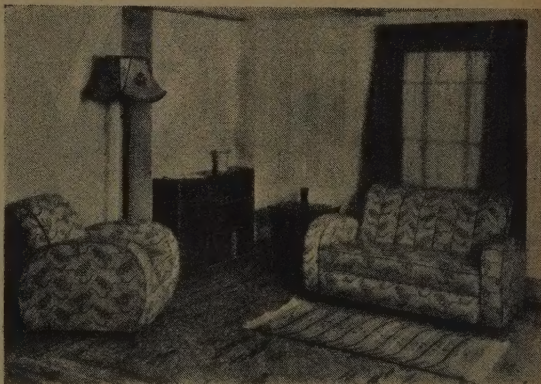
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# Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

AUGUST, 1939

No. 8 Vol. XIX

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## NOTES AND COMMENTS

### N.A.L.G.O. Exam. for M.P.s ?

THE suggestion that nobody should be eligible for Parliament unless he possessed a certificate from his county clerk that he had served six years on a county council was made by Brigadier-General J. D. Crosbie at the N.A.L.G.O. Scottish summer school.

The proposal would no doubt have made any student of the British Constitution sit up, but another, put forward immediately after, would have laid him low again: "A candidate for Parliament should also have to produce a certificate of efficiency from the National Association of Local Government Officers, the efficiency to be decided by examination."

Poets, we feel, could do more justice to these sentiments than ever we could. We are dumb before glorious vistas of a land of milk and honey set free from the yoke of ignorance and unenlightened administration—dreams which would no doubt come true if the necessary changes were made in the nation's electoral machinery.

When the general-post in the House had subsided, and the successful candidates had settled down to work, the speed and efficiency of the new democracy might be in a position to compete with the dictatorships in "getting things done."

N.A.L.G.O. may save Britain yet.

### Manchester Tells Its Citizens

THE civic information bureau at Manchester has produced a pamphlet containing a list of the town's more important publications and has presented its citizens with copies. No less than 140 pieces of literature are listed, with a brief description of their character and classification according to the service they cover. They range from the municipal code of the city, council minutes, and the treasurer's abstract of accounts, to the pamphlets and leaflets issued by the

public health, housing, trading, and other departments, band fixtures in the parks, handbooks on the art galleries and the central library, folders on hotel accommodation, and maps of the city. All may be inspected at the bureau and many may be obtained free. This pioneer service is providing a useful centre of information in Manchester for visitors and residents alike. As the effect of present publicity becomes felt, and more people learn of the existence of the bureau, its value to the community is bound to increase still further. Other local authorities will watch its progress with interest.

### Services on the Screen

CAMBERWELL borough council has found an ingenious way of combining propaganda for air raid precautions with a go-ahead public relations policy. With the aid of a professional firm, and at a cost of £300, it has produced an excellent 30-minute sound film in which, after a preliminary talk by the mayor on what the ratepayer gets for his rates, the work of the council is reviewed.

The first half of the film shows all the council's normal services in operation—refuse collection and disposal, food inspection, disinfection, street cleansing, baths and wash-houses, child welfare, libraries, parks, cemeteries and crematorium. In the second half, the spectator sees how these services have been adapted to the needs of civil defence, with clinics transformed into casualty stations, vans converted into mobile first-aid depôts, washhouses used as decontamination centres, and so on. All the defence services are shown in training and in action; particularly impressive are the "shots" of a report centre at work—a model of quiet efficiency—and of demolition and stretcher parties recovering and treating casualties after a "raid."

This film, which successfully links a call for more



A.R.P. volunteers with an appeal for greater public interest in the Council's day-to-day activities, is being shown throughout the borough by two mobile street cinemas, and will later go into the regular free cinema programme in the public library.

### The Branch's Part

**ALTHOUGH** the Camberwell branch of the Association had no direct part in the production of the film, it can claim a large share of the credit, for it was at a joint meeting of branch officers and chairmen of council committees a year ago that the idea of public relations films was first put forward by the officers.

N.A.L.G.O.'s advocacy of films for developing public knowledge of the service was sympathetically received by the Camberwell council, and the mayor, Councillor J. H. Round, converted that sympathy into action by sponsoring the A.R.P. film.

It was realised that without emphasis upon the everyday aspects of municipal routine, the evolution of civil defence from that routine would not be fully appreciated. The aim of the film was to show that A.R.P. was simply "another service"—of protection—akin to that of public health, springing naturally out of the borough system.

May other local authorities follow Camberwell's lead.

### Misplaced Humour

**C**ONGRATULATIONS to delegates at the annual general meeting of the Institute of Municipal Treasurers and Accountants for showing such a keen sense of humour whilst Treasurer W. Y. Darling, Edinburgh, delivered his astonishing observations on rising local expenditure. They laughed almost all the time: they just refused to take him seriously.

He opened with an excellent rendering of an old favourite, often successfully sung by "disgruntled ratepayer," for the immediate reduction of the "burden" of the rates. Readers will be familiar with the tune.

"What benefit do I get from education? What benefit do I receive from the social services?" he sang to the delegates, whose one idea he described as a desire "to spend as much as is placed in their pockets."

It is difficult enough to get the ordinary man in the street to see the light, but the task will be a hundredfold more difficult if men prominent in local government affairs participate in destructive and ill-reasoned criticism.

Whether Treasurer Darling was indulging in a brand of whimsey peculiarly his own, or whether he was speaking seriously, it seems a great pity that he chose a meeting from which the public expects words of authority and wisdom, as a fitting occasion to air popular yet illlogical sentiments. Inconceivable harm is done in this way.

### Wireless Waves

**THE** popularity of "Public Inquiry"—the North Regional experiment of a series of three impromptu broadcast discussions—will, we hope, encourage the B.B.C. to develop what has proved to be an unrivalled method of interesting the ordinary member in methods and problems of local government.

The provisional autumn programme of broadcast talks for discussion includes one series suitable for N.A.L.G.O. groups. It is called "In and Out of Work" and is concerned with recent changes in employment and unemployment, the effect of rearmament on industrial conditions, the spread of industry south, the special areas, trade unionism, and wages. There should be plenty of "meat" in it for hungry debaters. There will be about twelve talks in the series, which is likely to start early in October.

### Work and Environment

**THE** Bolton civic centre scheme, including the enlarged town hall and the magnificent crescent of civic buildings in which it is now enthroned, were opened by the Earl of Derby in June.

The new buildings were built according to modern standards of architecture and of lighting, ventilation, heating, and sanitation. As a result, the work of the officer is now carried out under much more congenial conditions, making for greater efficiency and personal well-being.

The same end has been served by the introduction of modern office equipment. The installation of internal telephones on the dial system is proving a great time-saver, enabling officers to get into direct and immediate touch with other departments.

A further convenience to the general public, as well as to the officer, is the inclusion in the new civic centre of such departments as housing and waterworks engineers, for which accommodation was not formerly available in the town hall.

At one time the work of several departments—notably libraries and public health—was hampered by lack of suitable accommodation, but now they are housed in buildings as up to date as any in the country.

The staff has now far greater scope for doing efficient work. Mr. Citizen is sure to benefit. And Mr. Citizen is beginning to realise it, for during the week when the buildings were open to the public for inspection one of the remarks most frequently overheard was: "Well, now I've seen it, I don't begrudge a penny of the money spent." There's a picture on page 255.

### "A B C" for Libraries

**THE** Poole branch executive is urging head teachers in its area to buy copies of "The A B C of Local Government" for use in school libraries. The book was written by "Hyperion"—see page 238—and a proportion of the profits go to the N.A.L.G.O. Benevolent and Orphan Fund.

### The Officer at Work.

**THIS** month, on our cover, we begin a series of photographs of local government officers at their work—work which covers a wide range of professions. There are doctors, solicitors, accountants, engineers, surveyors, architects, chemists, educationists, nurses, librarians, health inspectors, and many others. The photographs intend to portray the job concerned rather than the individual.

The scene for the series was laid at Croydon, to whose officers we are indebted for keen co-operation. This month we show the pathologist examining medical specimens through his microscope.



## VITAL PROBLEMS OF LOCAL GOVERNMENT

THE influential group of investigators who retain their anonymity under the style of P E P have just published a broadsheet on the mechanism of local government which we summarise elsewhere. It puts forward no proposals, being, in fact, an interim survey by the section of the group now at work on the subject. Nevertheless, it deserves the close and immediate attention of the service, since its quality prompts the expectation that the proposals of the group will carry considerable weight when made. Beyond doubt, the investigators have disengaged the vital problems, and what is more, revealed the main elements in them, with considerable insight and balance.

In relation to the "Area Problem," it is gratifying to note that the group is at one with the Association in condemning the existence of authorities too small to support adequate standards of staff, with adequate remuneration. On the other hand, the broadsheet indicates that the creation of super-areas is not necessarily the ready solution which some have thought it to be, and that this course would in any event raise its own problems.

We are glad to note, moreover, that the broadsheet shows full appreciation of a line of thought which has already been expressed in these columns, and stresses the need for preserving, in the course of enlargements of area for a particular service and of the co-ordination of areas in that service, an equally necessary co-ordination between services themselves. Indeed, the broadsheet goes so far as to say that "on the whole the current tendency seems to be for co-ordination within particular services, slow as it is, to outstrip co-ordination between the different services within a given area." If this pronouncement is true, and we know that many officers will think it is, any proposals which would break up that association of services under common control which is now the characteristic of county borough government and of the functions of the larger town communities must be viewed with caution. It does not seem that the solution eventually found by the P E P group will correspond to that found by the Tyneside Commission.

The second problem dealt with is that of the internal administrative mechanism required for the discharge of a local authority's functions, particularly in the case of authorities with a large volume of work and variety of services.

The group seems to sense, as many officers have sensed for some time past, that the time-honoured committee system is beginning to creak and groan under the strain of the tasks now demanded of local authorities. Many factors are involved—the need for despatch, the planning of activities, as well, of course, as the control of a complicated administrative mechanism representing the activities of many departments. Underlying all of them, however, are two questions of vital importance: co-ordination, and the separation of policy from administration.

In theory, the council is supposed to be the co-ordinating body, but the group is not the first to feel that in the larger authorities the volume and pace of work

are such that the councils have had to abdicate these functions. By no means unaware of the position, many authorities have themselves endeavoured to meet it by making the finance committee or some other committee or sub-committee a co-ordinating and a planning organ, but much doubt has been expressed as to the degree of success achieved.

The second question arises from the fact that in English local government there are no separate organs for what may be called policy on the one hand and administration on the other. Legally, the council is responsible for the whole range of activity; but subject to its confirmation, the committees assume work of both descriptions in their respective spheres. In many cases they become absorbed in the supervision of, and too often in a needless participation in, the administrative work, to the neglect of what should be their major functions of planning and of formulating policy.

This problem is one which may yet call for a radical solution, involving considerable modifications of what we know as the committee system. It is, however, patent that there will be many obstacles, depending upon considerations exterior to pure principles of administration, to any thoroughgoing solution. It may safely be assumed that in councils organised politically the view would be taken that administration cannot be separated from policy in face of responsibility to the electorate, that the success of a policy depends upon its application, that those who formulate it must have complete control of its application if they have assumed the reins of power, and that any solution which would separate the control of administration from the formulation of policy would be unacceptable in English local government. It is, of course, unfortunate that choice of administrative methods is bound up with wider considerations, but the facts must be recognised. From a purely administrative point of view, there would be much to commend the establishment of a separate executive organ concerning itself with, and in some degree having powers to control administration so that the council or its committees could concern themselves only with policy and the vote of money to the "executive." This is the basis of local government in some Scandinavian countries which show excellent results and cannot be accused of anything undemocratic. We may some day see an adaptation of it to English traditions.

The third question dealt with in the broadsheet, the personnel of local authorities, to some extent involves one point referred to, as is apparent from the pithy remark that "in a democracy modern local government must at the same time serve as a large scale business concern and a large scale experiment in adult education." It cannot be gainsaid that one tremendous by-product of democracy is its educative effect on the elected representative, and, through him, on the citizen; and perhaps the supreme value of the committee system is that in drawing so varied a personnel into the process of government it is an educative and stabilising, but on the whole progressive, medium in an age of social strain.



# DOES LOCAL GOVERNMENT need an OVERHAUL ?

**I**S the machinery of local government as efficient as it might be ? Is it suited to the enormous number and variety of tasks imposed upon it ? Is it as well staffed as it should be ? Does it afford an effective means of promoting the interests of the inhabitants of each administrative area ? Does it give those inhabitants control of the services with which it provides them ?

Does it provide adequate scope for experiment and for the adoption of different techniques for authorities of different sizes ?

These and similar questions are, as the N.A.L.G.O. summer and week-end schools show, often in the minds of the more contemplative local government officers. They should be in the minds of all, for effective local government service means more than calculating an assessment, reporting on a defective drain, or finding the right book for a library borrower. The local government officer is more than his job, however humble or exalted ; he is a cog in the machine of civilisation, and until he has a grasp of the structure of that machine, an appreciation of his own part in it, and an interest in its efficient working, he cannot claim a voice in its operation.

For this reason, a recent broadsheet issued by Political and Economic Planning (No. 150 : Mechanism of Local Government) will be of interest to every member of N.A.L.G.O. It summarises much of what the active minds inside and outside the Service are now thinking about local government, puts the questions they are asking, and suggests some of the answers.

Opening with the declaration that the growing number and complexity of the functions of public bodies has created strain and friction all along the line, from Whitehall and Westminster to the remotest district councils, the broadsheet states the three basic problems government must solve to-day :

The efficient development of each service ;

Smooth co-ordination of different services ; and

Education of the citizen, psychologically and intellectually, to create and maintain a vital and healthy community life.

## Difficulties of Co-ordination

Previous broadsheets have dealt with the first problem and the anonymous authors are reasonably satisfied that it is being solved : " The many new professions and techniques which have sprung up during the past half-century are steadily achieving higher standards of service." But the second problem, of co-ordination, has still been incompletely tackled.

" On the whole," they say, " the current tendency seems to be for co-ordination within particular services, slow as it is, to out-strip co-ordination between the different services within a given area. It is perhaps less difficult to reconcile the interests of managements of, say, the various gas undertakings in different parts of Great Britain than to reconcile those of the gas and electricity undertakings in the same town with one another and with the schemes for road, housing, and sewer development. Opportunities for controlling the scale, direction, pace, and character of the development of a town or region through co-ordinated action among the various public services are therefore missed."

The difficulties of co-ordination are complicated by the third problem—" the fact that in a democracy modern local government must at the same time serve as a large-scale business concern and a large-scale experiment in adult education. The system is expected both to exhibit standards of business efficiency and enterprise which by no means all competitive private industries attain, and to provide an ever-accessible platform and training-ground for all comers who can persuade their fellow citizens either to elect them or to abstain from opposing their election."

## Best System for Englishmen

Nevertheless, the writers believe that, with all its difficulties and trials, this system of responsible self-government in each area is the best in the long run, at any rate for British citizens.

" But," they add, " acceptance of the principle calls for more, not less, probing of its weaknesses in present-day practice. Is it really essential to democracy that control of a local service shall be vested in a committee including, perhaps, as many as thirty or forty men and women, and in extreme cases double that number ?

Is it necessary that such a body should discuss at length insignificant details of administration or purely technical matters on which expert advice is available, while long-term issues and broad questions of principle are left to take care of themselves on the plea of lack of time ?

" In a community whose prosperity and safety depend on the efficient functioning of democratic methods, is it impossible or undesirable to give the average citizen any sort of insight into what these methods are, how to use them, and their appropriate fields of application ?

" Is it advisable for local authorities to select the best brains in their schools to be sent on to universities with scholarship support and at the same time to confine their own staff recruitment, except for specialists, to men and women whose first qualification must be that they have missed a university career ?



" . . . and I bet they came out of the rates, too "



"Many more such pointed questions might be asked, and the answers would hardly be flattering to the present system. Great as the achievements of local government have been, there is a widespread and growing feeling that it needs an overhaul."

"Such an overhaul should be concerned not only with efficiency of management, but with efficiency of representation. Potentially, democracy is by far the strongest and most vital of all systems of government, but it would be futile to suggest that the potential strength of democracy is in fact realised in, say, a town or county where council seats are filled uncontested decade after decade, where even when rival candidates emerge a majority of the electors do not bother to vote, and where landowners and land agents, tradesmen, trade union officials, builders, lawyers, and a few other small and not always disinterested groups in the community supply the majority of the elected representatives. In order to make democracy come alive in such cases it would be necessary

## WHAT DO YOU THINK ?

"Great as the achievements of local government have been," says PEP, "there is a widespread and growing feeling that it needs an overhaul."

Feeling that readers of LOCAL GOVERNMENT SERVICE are exceptionally well fitted to suggest improvements in the system, we offer a first prize of £5 5s. 0d. and a second prize of £3 3s. 0d. for the best article, not exceeding 2,000 words in length, making constructive, yet practicable proposals for reform designed to overcome the defects summarised here.

Entries must reach the Editor, LOCAL GOVERNMENT SERVICE, 24, Abingdon St., London, S.W.1, by first post on September 30. The Editor reserves the right to reduce or vary the amount of prize money, should any entry fail to reach the required standard, and to publish any entry in whole or in part.

Competitors are recommended to study the PEP broadsheet in full. It is No. 150, entitled "Mechanism of Local Government" and is obtainable from PEP, 16, Queen Anne's Gate, London, S.W.1, price sixpence.

not only to secure heavier polls, but to increase the proportion of people taking a regular and active part in local public affairs and thus to widen the choice of experienced candidates.

"Even then there would still remain the problem of developing community feeling among the inhabitants of local government areas, many of which have not yet made their citizens recognise any loyalty towards them, or show any interest in what happens to them, except perhaps when an increase in the rates is involved.

"The sense of neighbourhood is so rooted in English tradition, and the feeling is so strong that each place naturally forms a community with its own leadership, that we are apt to overlook the problem of new built-up areas larger and less mature than any mining camp, or of older towns left socially derelict by the desertion of all the wealthier and more enterprising citizens they ever possessed. Great Britain, like other countries, is suffering from the paradox that the very inventions and advances which have enabled the local community to shape its fate and to care more fully for its citizens have destroyed the traditions and disintegrated the social patterns on which its claim to be a community rested and its resources of leadership depended. The community without public services shows signs of developing into a patchwork of public services without a community. No material achievements of local government will avail unless an answer can be found to this underlying challenge."

From this preliminary survey the broadsheet passes to a detailed analysis of some of the other major problems facing local government to-day. It is possible here to summarise them only.

**1. Local boundaries and community life.**—Often—as in the Isle of Wight, or in Cornwall—the boundaries of the local authority (in these examples the county council) do correspond with boundaries of community life and sentiment. But often they do not.

"Many people who regard themselves as Londoners live in places under the jurisdiction of the Surrey or the Middlesex County Councils and of new urban or rural district councils, which have only recently been created. It is not surprising in such suburbs to find an apathetic local electorate.

"In the same way people whose daily work is in Manchester or Liverpool go home to Alderley Edge or West Kirby. Consequently the essential unity of interest between these industrial and commercial centres and their suburbs is not reflected by their inclusion in a common unit of civic government."

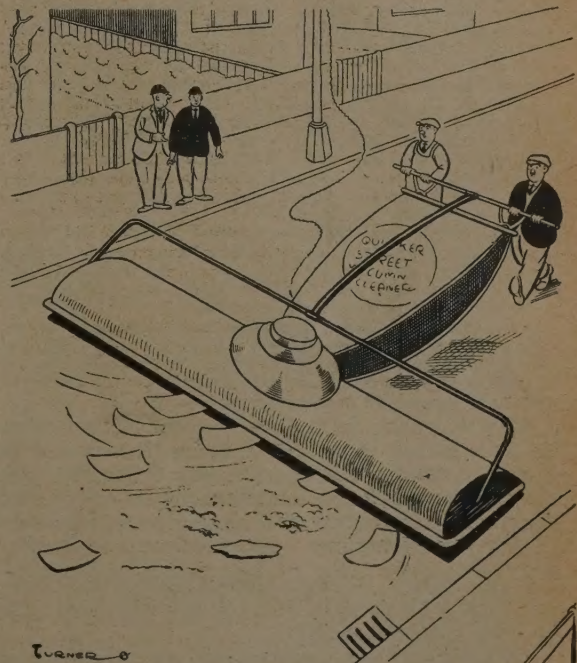
**2. Large and small authorities.**—This allied problem is of particular interest to N.A.L.G.O.'s salaries campaign, and it is encouraging to note that the broadsheet appears to confirm the correctness of the Association's views on the need to abolish the uneconomic unit.

"If the unit of administration is too small or too poverty-stricken," it states, "it may well be impossible to staff it with administrators and experts who can adequately advise the local councillors."

"Equally exacting problems connected with the co-ordination and integration of all the functions of a local authority arise when there is a very large unit calling for a complicated administrative machine. Further, the methods of recruiting the most efficient staff, and particularly the senior administrative officers, become all the more important if they are to co-ordinate a number of large departments."

**3. Has the Citizen Control?**—A large section of the broadsheet is devoted to a discussion of the methods of selection and the qualifications of the men and women who direct the machine—the county, city, town, urban, and rural councillors, estimated to total 23,000. To what extent has the public at large control over the election and policies of the councillors? To no great extent, the writers conclude:

"Uncontested elections . . . often occur in suburbs, and even in large towns. Further, where there are contested elections, only a small percentage of the electorate vote. Surprisingly little interest seems to be evoked by contests in the great cities. This electoral apathy may be partly accounted for by the fact that when a man works in one local authority's area and lives in another he has a divided loyalty and divided interests, and probably, his sense of citizenship fails altogether. Moreover, areas are often too large and too populous for an urban or suburban dweller to be intimately acquainted with, and in many cases even to know the name of, his councillors."



"Yep, the new cleansing chief was a vacuum-salesman."



**Who are our Masters?**—The broadsheet re-emphasises what has often been stated before, that councillors are drawn, in the main, from a limited section of the community.

"Many people take no part in local affairs because they cannot find the time to attend council and political meetings in the mornings and afternoons. . . . Consequently councils tend to attract the services of retired people and people who have established their positions. Perhaps this to some extent accounts for the caution and timid conservatism shown by many councils when faced with a major social problem, or with the threat of aerial bombardment, while even nominally 'progressive' councils sometimes exhibit a lack of flexibility of mind. Many large organisations either deliberately or indirectly discourage their employees from engaging in local politics.

"In predominantly rural areas it is frequently left to landowners, estate agents, farmers, and other persons closely associated with them to rule, often both efficiently and benevolently, through county councils. Rural district councils, while not generally characterised by such efficient government, are in the hands of much the same interests.

"In many urban areas, particularly in the suburbs, small tradesmen, builders, and the like, take control. Often their rule is marked by a lack of interest in the long-term interests of the area in matters such as education and town planning, and by close attention to "economy" to the exclusion of other considerations.

### Analysis of Councils

"Local authorities are therefore still dominated by persons who are in one way or another their own masters. Yet owing to the increase in large organisations, and consequently of salaried employees, it may well be asked whether these are such typical leading inhabitants of most towns as they used to be. Their power is strikingly illustrated in a letter from Sir James Marchant to *The Times* on October 20, 1937, giving the results of an analysis he had completed of the occupations of councillors. He obtained particulars from ninety-two county and municipal boroughs, forming in his view a representative sample. Of the 3,105 councillors, some 1,800 are tradesmen, 1,148 may be called professional, and 157 are women (129 married, 28 spinsters). Of individual trades, builders (almost all generally regarded as small) top the list with 199: to these we should add nineteen architects and ninety-three sanitary and similar engineers. Next come 173 house, estate, and insurance agents. Then some 750 grocers, butchers, fishmongers, bakers, caterers of various kinds, ironmongers, printers, with 215 described as "company directors," mostly of trading concerns of a similar character. There follows a block of 215 artisans of various manual trades, including gas, transport, and electric employees. It is perhaps surprising to find, in addition, 171 railway employees—chiefly clerks and guards. One hundred and fifty are described as "gentlemen," Manchester and Liverpool providing the larger number. There are 115 "retired"—elderly men from Army and Civil Service. Agriculture shows forty-nine, doctors, dentists, and chemists eighty-seven, trade union and similar officials ninety-one, policemen eleven, magistrates nineteen (local J.P.s), clergy thirteen, accountants, solicitors, clerks, and retired barristers 244, retired schoolmasters thirty-one; the remainder being various kinds of agents—colliery, shipping, stock, etc., with a few journalists, hairdressers, motor-men, and one undertaker, one musician, one pawnbroker, one artist, and three sculptors.

"It is natural to inquire," the broadsheet comments, "whether some of these persons secure election in order to promote their own interests or those of a very limited class. While polls remain so low and so many seats are uncontested, the electorate can hardly form an effective check in this direction."

Of party politics in local government the broadsheet has little to say. To their advantage is reckoned the reader crystallisation of opinion, help to the elector in choosing between two unknown candidates, and an effective check on corruption; to their disadvantage the added burden of party meetings on the conscientious councillor.

**4. Are Staffs the Best Obtainable?**—Most officers will agree with much of what the broadsheet has to say on local government staffs.

"Authorities," it says, "require not only elected representatives, but an adequate staff. Yet many of the smaller authorities cannot afford it, and some have not the work to keep highly qualified

experts employed full-time. On the other hand, equally important staffing questions arise among the larger authorities. In large commercial undertakings, administration and co-ordination is generally treated as a specific function. In local government, however, it is considered ancillary to the work of a clerk to a town or county council who is at the same time engaged in day-to-day legal work, acting as legal adviser to the council and supervising its Parliamentary business. Few authorities have, like the London County Council, provided themselves with a separate legal department. Nor is the clerk to a town or county council in the position of the general manager of a company, with full powers to give orders to heads of other departments.

"A person who wishes to train as a clerk to a council is generally articulated to an officer holding that post at the relatively early age of seventeen or eighteen. This means that very nearly the only university graduates who enter local government are those with a technical training such as is afforded by study for a medical degree or teaching diploma. Hence there is no reserve of men in an authority's service who might be expected to take a broad view of administration. Admittedly administrative ability is not confined to those with a university degree, but since the universities, with the assistance of the local authorities, are yearly attracting many of the most promising secondary schoolboys by scholarships and bursaries, it is surprising that local authorities should not exploit this talent.

"Each authority is responsible for recruiting, paying, and controlling its own staff. The Hadow Report on the Qualifications, Recruitment, Training and Promotion of Local Government Officers, issued in 1934, recommended that authorities should combine to hold examinations for entrants into the junior clerical grades and that a central advisory committee should be set up to facilitate this. This committee was set up in 1937. Undoubtedly some authorities still recruit their staff in a haphazard and unscientific way and sometimes lay themselves open to charges of nepotism."

**5. Administrative Defects.**—Pointing out that satisfactory areas, able officers, and far-sighted councillors cannot secure efficiency if the machine is faulty, the broadsheet goes on to analyse some of the administrative faults—lack of departmental co-ordination, antiquated office methods, unwieldy, too powerful, and too numerous committees. Limitations of space allow quotation of only the conclusion of this section—that "it is doubtful whether the present machinery provided by the committee system or the other organs of local government is suitable for securing a bold and imaginative policy co-ordinating all the duties of a local authority and comprehending and planning them as a unity."

Nevertheless, the committee system is not held to have failed entirely.

"Much depends on selection of the right chairmen for committees. Even more important is the quality of the permanent staff, and its ability to make use of the wide and unspecialised knowledge and experience of committee members, whose task it is to direct and guide the staff, only interfering in detail when exceptions to general rules occur, or a matter of policy is raised for unwarranted interference will undoubtedly hamper and discourage able officials."

### Achievements of the System

The broadsheet concludes with a tribute to the great achievements of local government.

"It bears a very heavy burden which is always increasing. Local authorities are responsible for all the environmental health services and a very large proportion of the social services. If they were seriously at fault, trams would not run, taps would not provide water, dirt would accumulate on the streets, and cholera break out when sewage was not removed. Even in the last ten years local authorities have had to assume responsibility for the Poor Law and A.R.P. besides more limited responsibilities such as those involved in raising the school-leaving age. In England and Wales they raised, in 1937-38, £176,000,000 in rates and received grants from the central government amounting to £131,000,000 (1935-36). To carry out these immense, if sometimes unobtrusive, tasks, local authorities evoke much unstinted, honest and able service from their officials, who do not receive salaries comparable to those earned by men in similar position in business, and from councillors who are often out of pocket as a result of their voluntary service for the community."





# REVOLT IN MUCH COWSLIP

## "Jackass" on the Salaries Campaign

The report and accounts were unanimously approved, with appropriate votes of thanks.

The normal business of the meeting being thus concluded, I rose to speak from a seat at the rear, wearing a false moustache, a wig, and tinted spectacles. I told my colleagues how, while on holiday at Torquay, I discovered that our Association was holding a meeting, which I took the opportunity to attend. I recounted the steps being taken elsewhere to improve salaries and conditions, and repeated, to a chorus of incredulous interjections, a statement made that in some branches officers received as much as two pounds a week. What had been accomplished by those branches could be accomplished by Much Cowslip, and I therefore proposed that a deputation wait upon the council to seek increased salaries for all the staff.

My speech was greeted with applause, which died away abruptly when the clerk looked round, one member remarking loudly that he, personally, was only warming his chilled hands. However, after a long silence, the surveyor's pupil-assistant—a Yorkshire youth of marked ventriloquial ability—inquired in a whisper what a salary was and, on being told, formally seconded the motion in a Cockney accent which appeared to fall from the roof.

The president observed that, as clerk to the council, he was in a special position, but had always tried to reconcile his duty to the council with his duty to his colleagues. He would find it difficult to continue if subversive elements were to dominate branch policy.

He reminded the members that it had never been their custom to try to dictate to the council, of whom it should ever be remembered with gratitude that they had consented to operate the 1937 Superannuation Act as and from April 1, 1939, a concession for which he as our chairman could claim some small credit. It was always possible that application for increases might lead to reductions. He had, unfortunately, no option but to permit a vote on this ill-advised resolution but, after it had been defeated, he was not unwilling to undertake to bear the matter in mind on the understanding that, if at some future date the financial position of the council materially improved, he would—if and when an opportune moment occurred—mention informally to the council our hope that perhaps in the not-too-distant future it might be possible to consider some small

**A** DEFECT of large organisations is that the importance of achievements is too often judged by quantity of effect rather than quality of negotiation. By which I mean that were Manchester or Glasgow to obtain, merely by the asking, a free milk ration for the staff, LOCAL GOVERNMENT SERVICE might appear with cows and milkmaids on the cover, whereas the hard-won victories of minor branches are deemed worthy of no more than brief mention in an obscure corner. Which explains why no reference has yet been made to the unflinching determination and tactical skill with which the struggle for improved conditions is being conducted in Much Cowslip.

The initial impetus, let me readily admit, came from the Annual Conference. Fired by the enthusiasm of a young man with spectacles who made fighting speeches from the platform, I returned resolved to move Heaven and Earth—even to approach the council if necessary—to further the national campaign.

Fortunately, my return coincided with our belated annual meeting. The fact that our clerk to the council occupied the chair ensured a good attendance; indeed, the number present was a record one, membership having increased by ten per cent on the appointment of an air raid precautions officer with typist.

As usual, the clerk to the council, as president and chairman of the executive, moved the adoption of the annual report and accounts, which had not been circulated, but which, he explained, could be examined by any "hypercritical member" on personal application to him. The executive committee had functioned admirably; it had not been necessary to call it together, nor to make any application to the council, which he regarded as a tribute to the cordial relationship existing between the council and the staff. As treasurer he was happy to report that no subscriptions were in arrear and that the balance formerly in hand had disappeared. He thought the report and accounts eminently satisfactory; any member who thought otherwise was at liberty to say so.





... only the proposer ... voting in favour ...

amelioration in one or two instances, particularly so far as the senior officers were concerned. On the other hand, if the motion were carried he would regard that as a reflection on himself. Those in favour would show by raising one hand, and he, personally, would count the votes.

The motion was heavily defeated, only the proposer, secure behind his facial camouflage, voting in favour.

Thereupon, under subsection (j) of section four hundred and two of branch rule three hundred and seventy-one—our rules were drafted by the legal department—I demanded a secret ballot, after which the president again declared the motion defeated. Immediately, under subsection (z) of the same rule, I required a recount by tellers appointed from the meeting, whereby the motion was found to have been carried with one dissident only. The president promptly resigned all his offices except the honorary treasurership, which carries an honorarium of 10s. 6d. per year, and quitted the meeting.

To my dismay I was elected president and chairman of the executive, and a discussion ensued on the methods to be adopted. Doctor Bothways, our medical officer and cemetery superintendent, urged a bold forward policy coupled with the utmost caution; he thought we should act promptly and decisively, but only after a thorough survey of the situation, and without com-

(Continued from next page)

article in the February number of LOCAL GOVERNMENT SERVICE, lectured on "A School Experiment in Civic Education." Mr. A. N. Shimmin, M.A. of Leeds University, lectured on "Should councillors be paid?" and "The relation between local authorities and ratepayers." Every member of the local authorities represented participated in the discussions which followed, and as a direct result, County Alderman Cartwright, chairman of the West Riding County Council, referred in a speech shortly afterwards to the need for a public relations officer for the council.

An invitation to the local association of the National Union of Teachers to discuss the inclusion of "civics" in elementary and secondary schools showed that body to be in sympathy with the proposal.

The East Riding R.D.C.s' Association accepted an invitation to discuss the possibility of asking authorities in its area to publish booklets on local services and to consider the preparation of such a booklet in broad outline for the addition of local detail.

mitting ourselves. He suggested my appointment as a negotiating committee of one, with power to act.

This solution was hailed with approval, almost one might think with relief, and the meeting dispersed after singing "Land of Hope and Glory," "The Red Flag," and "Who's Afraid of the Big Bad Clerk?"

As a preliminary measure, I undertook an intensive public relations campaign at the "Lamb and Lion," where the chairman of our council is often to be found relaxing from the strain of office. We became thoroughly acquainted, and I found him a man of infinite capacity and of a receptive disposition, usually prepared to look with favour on whatever was put before him. Unfortunately, though I myself would have preferred a continuance of that policy, some myopic members resented the additional levies I had to impose to provide the necessary funds, and began to call for more direct action.

I have therefore summoned myself to meet next Monday evening as the negotiating committee to instruct myself what further steps are desirable. What decisions are reached and what success attends our further efforts time alone will show.



A man of infinite capacity and of a receptive disposition

Prominent district members and the district secretary made a personal approach to Dr. Cyril Jackson of the B.B.C. at Broadcasting House, Leeds, and suggested a series of debates on the lines of "Public Enquiry."

It was suggested that local government officers, fully conversant with the subjects for discussion, might be persuaded to debate them, whilst members of councils and other officers should form the nucleus of an interesting audience. Dr. Jackson stressed the fact that the subjects for debate should be of general interest, aimed at the general listener and therefore non-technical in character. Our offer to help in providing an audience was accepted and we are to prepare a list of subjects and speakers.

Other projects included in the programme were the: Preparation of periodical broadsheets on local government topics for members of local authorities, pamphlets for candidates at municipal elections, and leaflets for officers defining their official and private attitude to Press and public;

Request to branches to persuade chief officers to write articles for the local press, with the permission of their councils; and Approach to the Libraries Association for exhibitions of books in libraries.



# YORKSHIRE PLANS PUBLIC EDUCATION

By A. G. BOLTON, Secretary, Yorkshire District Committee

*In this article, Mr Bolton outlines the fine work of the Yorkshire district committee in helping to "provide a background for public opinion."*

**B**Y its public relations policy, the Association is helping to provide public opinion with a background planned on experience and planted with progressive ideas for the future. To present that background in its true perspective, the Association needs the assistance of all members, collectively and individually. Conference, the national executive council, and the staff prepare the groundwork, and branches add local colour. The district committee's job is bridging gaps and co-ordinating effort within its area.

Last year, the Yorkshire district committee first took steps to further that policy. At the invitation of the West Riding county officers' association, members of the district executive attended a meeting at Wakefield in December, addressed by the public relations officer on adapting the national policy to local needs.

Two days later this was followed by a special meeting of the district at the close of the annual meeting. Mr. J. L. Holland, then national President, gave his views on public relations work from the aspect of the district committee.

The next stage was reached in the following February, when the executive arranged for the production of a pamphlet for members and prospective candidates for election to urban and rural district councils. The pamphlet, called "The Price of Civilisation," drew a comparison between the cost of social services and the expenditure by the general public on luxuries. A letter sent out with it stated that it was issued "with the object of facilitating a clearer understanding and a truer perspective of public administration." This is an extract:

"Last year local authorities collected £176,000,000 in rates—equivalent to 1s. 8d. per head per week of the whole population. In other words, we bought our civilisation for the price of two cheap seats at the cinema.

"In the same period that we spent £176,000,000 on local government we spent £500,000,000 on betting and gambling, £120,000,000 on beer, and £104,000,000 on tobacco and cigarettes.

"We buy, in rates, all our local government services for less than we spend on beer and chocolates. We buy all our health services—including sewers and sewage disposal, refuse collection and disposal, general and special hospitals, disinfection, maternity and child welfare, baths, washhouses and bathing pools, parks and open spaces, vaccination, port sanitary services, and welfare of the blind, for less than we spend on football pools.

"We buy all our education services, elementary, secondary, and technical, for less than we spend on cinemas.

"We buy all our municipal library and museum services for less than we spend on ice-cream.

"We buy all our municipal hospital services for less than we spend on biscuits.

"We buy the whole of our maternity and child welfare services, baths and swimming pools, parks, playing fields, and open spaces, for less than we spend on cosmetics.

"Local government, in fact, not only provides us with the basis of civilisation; it provides it astonishingly cheaply. As Viscount Snowden once said: 'Business, industry, public health, public safety, and life itself, are only possible because of the return we get for the money we pay in rates and taxes.'"

Replies were received from ratepayers' associations, members of councils and candidates for election. They varied greatly in character. A candidate for a seat on a district council replied:

"After reading this leaflet I feel it is my duty to thank you for sending it, as it is very instructive and educative to a man who is offering his services to the public. . . . I shall be pleased to hear any time of anything that is beneficial in the administration of local government."

The secretary of a ratepayers' association wrote for further copies for his members and stated: "My association is deeply impressed with its contents."

Copies were sent to 123 newspapers and an excellent press was obtained.

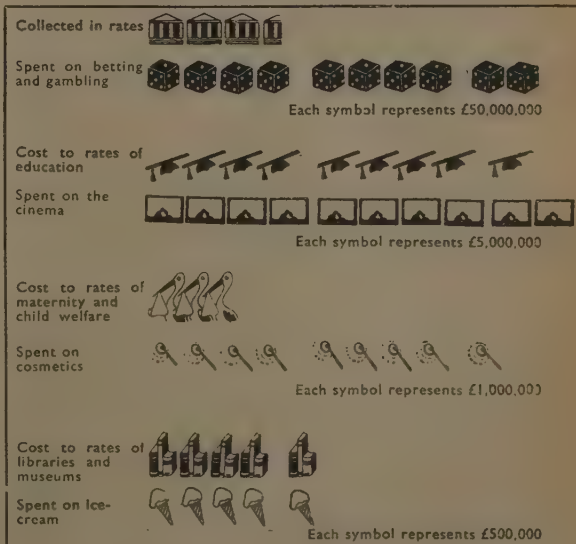
The Yorkshire district committee feels that the pamphlet is the best media for public relations. In the hustle of modern life, the man-in-the-street has time only for information served in "tabloid" form.

A further step in the campaign was an inquiry into what branches were doing about public relations. This revealed that 25 branches had appointed separate correspondents, 25 had appointed their honorary secretaries to act as correspondents, and 19 had no correspondent. Twenty-six reported on their work.

A fine idea came from the area education committee—all the members of which had seats on the executive committee. It was that the annual week-end school should be opened not only to all members but to "members and added members of the councils of local authorities." This was done, and, in addition to one hundred students, thirteen councillors attended, including the chairman of the West Riding council and the chairmen of its education and public assistance committees, the deputy mayor of Halifax, and members of the Leeds, Wakefield, and Halifax councils. Miss C. Fletcher, B.A., principal of Bingley Training College, whose pioneer work in teaching citizenship was described in an

(Continued at foot of preceding page)

## HOW WE SPEND OUR MONEY





## Calling All Women.

# WHY WOMEN MEMBERS ARE APATHETIC

By a Woman Member

**I** WRITE as a woman member who is not apathetic but is in danger of becoming so; who understands to some extent why women are apathetic but who has failed to arouse enthusiasm; who is down but not out—yet!

I entered the Service six years ago after training in a law office. As committee clerk with the town council of a large burgh in Scotland I prepared agendas for at least fifteen meetings each month, attended many of the meetings, drafted sixty printed pages of minutes and dealt with correspondence; much of this work was done in the evening. As a "clerk (female) Grade 1" my salary was £90 rising to £120! Fortunately, I lived at home—otherwise I could not have afforded the luxury of local government service. But, for many women, living at home entails domestic duties that their brothers escape. And living—even at home—on £90 a year means, to a woman who desires to be independent, that many hours must be spent with needle and thread in an effort to maintain, in her appearance, "the dignity of the Service." Although I worked hard and late I could not devote time, as could my men colleagues, to reading and study.

### No Time to Study

After three years of this struggle I transferred to the public health department as chief clerk. My responsibilities were not lessened nor was my grading improved, but until A.R.P. laid us low I had my evenings free. I took a diploma in social study and at the moment am three subjects short of the eight required for the diploma of public administration.

About three years ago I organised the discontent of my sisters-in-sorrow and presented to the local N.A.L.G.O. executive proposals which, if adopted by the councils concerned, would have encouraged women to study and work for promotion from clerical ranks to administrative posts, of which none was, or is open to them. These proposals were passed by the executive to the town council as an unqualified appeal for increased salaries. They were increased by paltry sums. The top grade, which affected only two women, was raised to £130. Subsequently, as a result of two separate appeals, it was raised to £156.

In May last this local authority, which claims that its grading scheme for men is better than that proposed by the Scottish Whitley council, failed to grant to women the minimum conditions proposed for them by the council.

Within the past two months three requests were placed before my town council seeking recognition and encouragement for studious employees. One concerned myself. My chief's recommendation was dismissed on the ground that the council's arrangements for women members of the staff were adequate! The other applications referred to two young lads, who had gained the poor law diploma, and were met with a double increment and a word of appreciation.

It adds to my depression over this sad state of affairs

to know that not one of my colleagues has communicated with me on the subject, either as her representative on the local executive committee or as editress of our branch magazine.

I must admit, then, that women are apathetic. But I cannot relieve men of all responsibility for that.

Women, especially those who are serious and conscientious, are unable to avoid much petty domestic and social work which leaves them little time for study, far less for writing about salaries and service conditions. Even those who do realise that more money will bring more leisure, find it difficult to break through the vicious circle and reach out towards some indefinite prospect lying long years ahead. A few who have done so have been thrust back by force of circumstances. Others weigh promotion by marriage against promotion by councils and quite sensibly back the favourite rather than risk a hundred to one chance. But many, it must be admitted, are—like many men—simply indifferent to what is due to and from a local government officer. They want higher salaries. But that, to my mind, is only half the battle.

And what part do men play? They make fine speeches concerning us and applaud our least achievement. Unfortunately, some of us find that sufficient, failing to see that they contribute to our apathy by expecting so little from us. Very pleasantly they say "Thank you, that was splendid!" as soon as we start off, and call us brass-necked careerists if we persist! Their sympathy is seldom expressed in work, or votes for us. I don't blame them. This job that I, a woman, hold for £150, may eventually pass to a man starting at £230 or thereabouts. It is eminently suitable for a woman, but under present circumstances a woman in it is that abhorrent thing—cheap labour.

### Necessity For Co-operation

What can I, personally, do about it? There are three courses open to me.

The first is to persevere in my underpaid job and try in my spare time to convince women and the world that there are careers for women in local government service. I am afraid there are not sufficient years left to me for this work unless my colleagues recognise the urgent need for co-operation and the formation of stimulating women's organisations within the structure of the Association.

The second is to forget it all, treat my job as so much work for so much pay, and use my spare time to revive the social graces that have drooped in six years of local government service.

The third—and, I confess, the most attractive—is to leave the Service for social work, in which the reward may be small but from which I shall derive satisfaction, and which will leave me with free hours for personal development.

Unless I continue in the first course—and I have no wish to do so in my present mood—I shall relapse into apathy. Am I blameworthy?



## A SMALL BRANCH EXCELS

**T**HE plea that a small branch cannot successfully produce a local journal is again proved to be an inadequate excuse; for, this month, in presenting "Oak Leaves" to his readers, Editor John Blackman, of Inglewood branch, provides a practical proof that a rural branch of some fifty members can produce one of such excellence that it sets an example to branches ten to fourteen times as large.

"Oak Leaves" displays a modern originality of style and layout. Its contents give no hint of the inevitable limit of talent in a small branch. It has a

superb cover, coupled with splendid duplicating and easy "readability," whilst its general "tone" is a sure sign of good taste in the editorial staff.

Another journal which has just reached the branch magazine exchange is "The Greenwich Meridian," edited by the branch assistant secretary, S. R. J. Smith. Duplicated, it is a bright, straightforward little magazine, fulfilling its duty in keeping the member in touch with branch activities. It could, however, well be developed upon more ambitious lines. Membership of the branch magazine exchange will doubtless result in other branch magazines reaching Greenwich.

## PROCESS BLOCKS AND HOW TO USE THEM

By W. BARKER, Editor, Manchester Guild Journal

**M**AGAZINE illustrations are usually line, pencil, or wash, drawings or photographs, and all may be reproduced by photo-engraving. Blocks may be either "zincos" or "half-tones." The first are suitable for line drawings in ink, in which there is nothing but black and white, and the second for photographs and other subjects in which there are different densities of tone.

How is a zinco made? Briefly, a photograph is taken of the drawing, reduced to the required size, and the negative after being reversed is placed in a printing frame and exposed to a strong electric lamp. Behind the negative is a sheet of zinc coated with a film of bichromate of ammonia and albumen.

### In the Process Room

On exposure the "printed" portions representing the lines of the drawing are hardened, while the protected areas remain soft, and can easily be washed away in water to leave the hardened lines standing. These lines are strengthened with resin and the plate is placed in a bath of acid which eats away the metal where it is not covered by the hardened coating, leaving the design in high relief.

In the production of half-tone blocks on copper the process is similar, but here we have many densities of black and white, which can only be reproduced by breaking up the picture into small dots. In the high lights the white dots will be large, in the shadows small, and by their infinite gradation all the different tones and details are copied. The picture is broken up into dots by taking the photograph through a screen, which consists of two sheets of glass, each ruled with a certain number of black lines to the inch, and placed at right angles to each other so that the lines give a mesh effect with clear glass between.

In ordering blocks, it is essential to specify the correct screen, bearing in mind that the better the paper surface on which the block is to print, the finer the screen.

For newsprint, the screen may be 55 or 65, for smooth common printing papers 85, for super-calendered paper 100, for imitation art and common coated papers 120, for art papers 133 and 150. If in doubt as to the screen necessary, enclose a sample of the paper and leave the matter to the experience of the block-maker.

Editors are advised to get a scale of charges for blocks from their printers.

Prints sent to the blockmaker should be sharp and with strong contrast between black and white. They should also be larger than they are intended to appear, and should preferably be on glossy "contrasty" paper. If the block is to be small and printed on poor paper it is no use choosing a detailed print. Fine detail needs a fine screen and good paper.

When ordering blocks, instructions should be given as to the size of the block required, stated in inches, the screen, the shape of the block, whether it is to be squared up, circle or oval, and its finish—that is, if a half-tone, if it is to be line finished, raw edged, or with a cut-out background. Any portion of the print to be masked or touched up should also be clearly indicated.

Some process engraving firms produce, as a sideline, ready-made stock blocks, chiefly small zincos, and their catalogues are convenient when a small block is wanted quickly. The price of the 1 in. zincos is 3s. each. The names of the firms will be supplied on request.

### Lay-out of Photographs

To achieve a satisfactory lay-out, care must be exercised in the use of blocks. Their most effective position is the top right hand of an opening, and if the block is to be the only interest on a page a good balance is achieved by placing it so that its centre is two-fifths down the page, giving a wider margin at the foot than at the head. If inserted in letterpress much more freedom is permissible.

Avoid using a "portrait" block—that is, one deeper than it is wide—with white space at each side when inserted in the letterpress, but have the printer set type round it. Sometimes it is desirable to have a block "bleed off" the edges of a page. This is done by ordering the block  $\frac{1}{8}$  in. longer on each of the edges to "bleed" and this margin is trimmed off after printing to give the desired effect. Before giving such an order, however, it is advisable to consult the printer, as on

(Continued at foot of next column.)

## NOTTINGHAM EDITOR GOES TO COVENTRY

R. I. Martin, co-editor of the Nottingham Corporation Gas Department Sports and Social Club's magazine, "The Bulletin," to which reference was made last month, has secured an appointment in the treasurer's office at Coventry, where he will join an old school acquaintance, the editor of "Camera Principis," M. J. Miles.



Coventry is Mr. Martin's hometown, where, before going to Nottingham, he engaged in free lance journalism. It is, at the best of times, difficult to find one editor in a branch, but when two experienced men can be called upon, then that

branch may consider itself extraordinarily fortunate.

A review of the technique of branch magazine journalism over the past year reveals a gratifying awareness among editors of the fact that a magazine is more than a mere record of things, past, present, and future. Journals are losing the "school-magazine" touch and are tending towards serious and considered thought. Recent editions of "The Guildler," Guildford, contained articles by Sir Norman Angell; an article by Dr. Herman Finer appeared in another, and the article by Mr. H. Allen, N.E.C., on the national salaries campaign received a wide press.

(Continued from preceding column)

one or other of the edges it may be necessary to have the block made without a flange, and perhaps anchor-pinned from beneath the mount.

In using blocks as illustrations there is a subtle difference between line blocks and half-tones. It may be the influence of the cartoonists, but line drawings are not taken so seriously by a reader as photographs, so that generally it will be found better to illustrate serious matter by half-tones and lighter matter and permanent features by zincos.

### MAGAZINES ADDED TO THE LIST

Greenwich ...	GREENWICH MERIDIAN ...	S. R. J. Smith, Borough Engineer's Dept., Devonport House, S.E.10
Inglewood ...	OAK LEAVES	J. A. R. Blackman, "Inglewood," Oak Hill Road, Sevenoaks, Kent.





## AT RANDOM

It is most important in this world to

By "HYPERION"

be pushing, but it is fatal to seem so.

—BENJAMIN JOWETT.

### Well named

A lady in our street has just presented her husband with a daughter. They're going to call the child "Militia," because they haven't got half enough clothes ready for her.

### In Other Words . . .

3. Page 32. Section 28, paragraph 3, line 6.—For "get out of it at once" substitute "avoid it if the tactical situation admits."—*Infantry Training*.

### Safety First

"I always type my love-letters in triplicate. One copy goes to the original addressee, the second into my private file,



and the third to my solicitor. This system has saved me endless embarrassment and expense."—*Letter in "Daily Mail"*.

### Nursery Rhyme Re-fashioned

Biby, biby 'Ackney,  
Farver's got the sack, see?  
So go an' kick a tin arahnd  
The burrer refus' dumpin' grahnd.

### Fish and Tush!

She said that the fish was thrown at her as she passed.—*News Item*.

What the half-baked call fishfulness.

### Anderson Shelters

Enterprising Householder: "Can you tell me where I can buy some mushroom spawn? I'm going to grow mushrooms in my shelter."

### If We Only Knew

Ald. Haynes moved an amendment: "That the Council abolish the A.R.P. Committee and take no further part in the work." "I feel," he said, "that after the experience we have had in the last 12 months, there is too much energy of men and women, and certainly too much money spent on this foolhardy business. Can anyone tell me why it is being done? Is there anyone here who seriously thinks there is going to be a war?"—*The Wiltshire Telegraph and Advertiser*.

### Local Government in the Past

Food inspectors are quite familiar with the many reasons offered by farmers for milk found to be deficient: "The cows have been on grass"; "they have been on cake"; "the wet weather," and so on. None of these pleadings were necessary in one case which a now deceased sanitary inspector of the borough had before the court in the early days of the Food and Drugs Act—in the early 'eighties."

The local chairman of the bench apparently thought the inspector of nuisances was the biggest nuisance.

Magistrate: "What did you say, inspector, is wrong with the milk?"

Inspector: "It is short of non-fatty solids—and appears to have had water added to it."

Magistrate: "Water! did you say? There's worse things than water could be added. Case dismissed."

### A Jolly Pair of Councillors

Mr. Boom and Mr. Snooks are everywhere the same.

They look alike and speak alike but have a different name.

There's not a thing in either that's of the slightest note—

They both make promises galore—for whom are we to vote?

They both have coloured placards they stick about the place,

With slogans of their party and a photo of their face.

Milk for busmen's babies, music for the poor,

Both prophesy revival, though why, they are not sure.

They both have polished limousines and both have got a wife.

They often lunch together, despite the coming strife,

Mr. Snooks and Mr. Boom are neither fat nor tall.

I cannot tell the difference—so I will not vote at all

JOHN HOLLAND.

### Three Ages of Man

"A man is young if a lady can make him happy or unhappy. He enters middle age when a lady can make him happy, but can no longer make him unhappy. He is old and gone if a lady can make him neither happy nor unhappy."—*Moritz Rosenthal, seventy-five-year-old pianist*.

### For A. P. Herbert's Note-book

I take this pleasant example of bureaucratic English from *Education* in 1938.

In January the Board issued Circular 1461 which set out for the guidance of

those concerned with the problem of the protection of school children in times of air attack certain considerations which it was recommended should be borne in mind when the problem was under review.

Quite. But would it not be simpler to say that the Board had issued a circular on children and air raids?

"Critic" in *The New Statesman*.

### Without Comment

Your reference to the Queen (losing a stone) is not what we would expect. . . . We like to think of the Queen as a mother of her people, and none of us would like such an announcement that our mother had lost nearly a stone. It is not nice.

*Letter in the Daily Express.*

### A Tough Spot

Lady Astor glared at him from one side, Miss Ellen Wilkinson from another, and Miss Eleanor Rathbone from another. (*Report of Parliamentary Proceedings*.)

### Useful Tip for Bear-lovers

John Gerard, who published a famous herbal in 1597, is seldom at a loss to find a use for any plant. He has an odd one for the arum lily, alias "cuckowpynt."

"Bears, after they have lien in their dens forty days without any manner of sustenance, but what they get with licking



and sucking their own feet, do as soone as they come forth eat the herb cuckowpynt, through the windie nature thereof the hungry gut is opened and made fit to receive sustenance."

I pass on this useful tip gratis to any of my readers who keep bears in dens for pleasure or profit.

### Tailpiece

If "Hyperion" were to offer you a cigarette it would be a miracle. (Because he's a confirmed pipe-addict.)—*Advt.*

### Good News

Now, cyclists inter-marry to a very large extent. . . . Those who do their courting on bicycles will never see the divorce courts.

*The News Letter.*



## Clean-up

A library chairman, being told that some incunabula had been found in one of the cupboards, at once ordered the library to be closed, and requested the medical officer of health to have the premises immediately disinfected.

This was a story told by Colonel Vere E. Cotton at the Library Association Conference at Liverpool.

And for the benefit of other people who might have done the same thing, incunabula are books printed early, especially before 1500.

## To-day's Great Statistic

The Japanese, with a gallant force of only twenty-three fighting planes, have brought down one hundred and thirty-seven Soviet bombers, ninety-three Chinese bombers and four pairs of British trousers.

*Cassandra, "Daily Mirror."*

## The Gasworks of England

The gasworks of England whispering the first enchantments of the twentieth century . . . the old words came back to me when I read that Lots-road Power



Station had been bought for the nation, and will be scheduled as a beauty spot. Rear-Admiral Sir Ewart Hodgson, the Governor, will probably take over the new Department of Constructed Food, formed to deal with the problem of making people eat machinery.

*"Beachcomber" in the Daily Express.*

## Their Country Needs Them

Accidents will happen, even in the well-regulated ranks of National Service organisers.

Recently, I learn, the local authorities in a certain northern city planned to mobilise all women motor-drivers in the event of war.

They sent out a quantity of circulars to the effect that the country had need of the motorist's services as a driver. The first replies, however, gave an indication that someone had blundered.

One woman expressed herself flattered that her country should think more highly of her capabilities than her driving instructor, who had persistently failed her in every driving test.

It transpired that in despatching the circulars the wrong list of names had been used—the list not of qualified drivers but of unsuccessful aspirants.

## Flashes from the Police Courts

*At Willesden Court:*

Clerk: "How did you spend your husband's money?"

Woman: "I spent it in the way a wife should, as she thinks fit."

*Quite right, madam!*

"I couldn't hit a woman. I could only use bad language towards her."

## Plus ça Change—

## NAPOLEON BONAPARTE

Leblanc: "It's terrible. How will it all end? These eternal wars—every other man killed—in my youth things were different. That was in Robespierre's time."

Mme. Leblanc: "You're crazy! The guillotine worked night and day."

Leblanc: "What of it? At least one used to know where one was. But now, this perpetual uncertainty—it's unendurable."

## AMERICAN CIVIL WAR

*1866 on a sugar plantation in Florida.*

Old Negro (sighs): "Times were better before the war."

Old Negress: "Fool! You have your freedom now, haven't you?"

Old Negro: "Yes, but I believed in it before."

## 1939

The Man in the Street (in any European street): "Do you know what I wish we had back again? The World War. Those years from 1914 to 1918."

His Wife (horrified): "Don't talk like that. People were killing each other then."

The Man: "Exactly. We all believed that they would stop one day."

## 1959

Somebody (in any European country): "Lord, what good old times those were! Then all one had to be afraid of were bombs and gas. Before they invented this new . . ."

*From "Lilliput."*

## The Nations of Europe

*(With acknowledgements to Byron.)*  
Each one, warning, warns the other;  
They are warned by one another;  
By none other are they warned.

## British Public Opinion

The other day in a village pub, a man said: "These 'ere Nazis are becoming a blinkin' nuisance. And no mistake about it." There was a general chorus of approval and I believe his words were as representative of British opinion as



if they had been spoken by the Foreign Secretary in more polished language.

*Stephen King-Hall in his News-Letter.*

## Answer to Correspondent

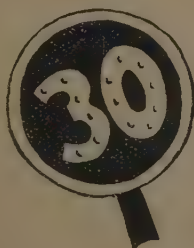
How can I keep my hair neat and tidy on the beach this year?—Freda, Folkestone.

*Choose a bashful boy-friend, Freda*

## Bulls' Eyes

"People with an over-abundance of dignity and an over-supply of power have always in the end been targets for laughter."

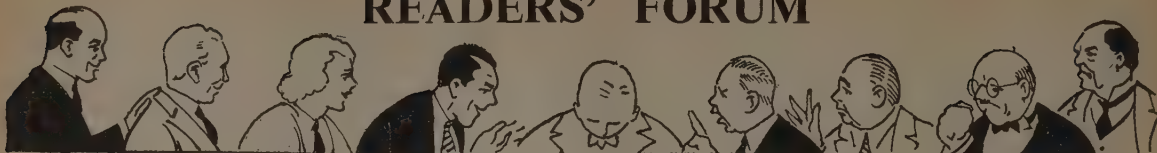
*Charlie Chaplin.*



*MAJESTY*



## READERS' FORUM



### N.A.L.G.O. YOUTH SECTION? "Speak When Spoken To"

Sidney Palace is either very young or under a delusion. For anyone to consider for one moment that a N.A.L.G.O. Youth Section could be formed and allowed to work is a lamentable display of a lack of that certain something.

Mr. Palace should be told that so long as youth remains youth, so long will it not be allowed a voice in the local government Service. Imagine a second National Executive Council containing nobody over 25 years of age! Why, something drastic might be done! No, it would not do at all. How inexperienced it would be. What traditions it would spoil. Youth had much better accept its position in life and speak when spoken to.

Has not N.A.L.G.O. been shown how embarrassing a youth section can be by the Labour Party, who have found it necessary to reorganise on different lines the League of Youth and even ban it from Conference representation because of its fire and opposition in many respects to "official" policy? No, sir, abandon your hopes. You are *too* progressive!

BERNARD SHAW.

Municipal Offices, Goole.

### Harness Youthful Enthusiasm

I was greatly interested in Sidney Palace's letter urging the formation of a N.A.L.G.O. Youth Section.

In these columns one frequently sees letters from disillusioned and dissatisfied juniors decrying their poor conditions of service. One also sees letters denouncing these juniors as moaners, agitators, or slackers—from senior officers who fear that any conflict with the local authorities to improve junior service conditions may indirectly prejudice their own secure livelihoods.

If a youth section, as advocated by Mr. Palace, were formed, spasmodic junior protests would be transformed into an officially organised national drive; and with the enthusiasm of a contented youth harnessed to the plough, there is no limit to the benefits that would be reaped by the local authorities, by N.A.L.G.O., and by the juniors themselves.

E. T. J. MORGAN.

County Hall, Cardiff.

### Portsmouth's Pioneer Work

At a meeting of about eighty of the younger members of the Portsmouth branch the feeling was expressed that although we younger members were in a majority on the local executive we felt muffled by the presence of seniors on the committee. Although they often encouraged us to express ourselves with complete freedom, it proved obvious that the deference we showed them during working hours would not completely vanish whilst in the same committee-room. It was my opinion that the fault lay in ourselves, and

the problem to be solved was how best to give ourselves confidence.

The solution to our problem seemed to be a junior advisory committee, and, with the permission of the executive, it was constituted and is now working satisfactorily.

It consists of twelve members earning a salary of £180 or less, six being members of the branch executive and the remaining six chosen from the body of members *not* on that committee. The seats are allocated on a departmental basis as far as possible, the smaller departments sharing two representatives.

Those on the executive committee speak and vote together there on questions affecting juniors and ensure that they get representation on sub-committees. Though not very large, this section has already had a far greater effect than the previous efforts of a lone junior plucking up enough courage to speak. The six who are not on the executive provide a definite link with the ordinary member. They bring a refreshing outlook and a sense of a closer co-operation with the body of members than we ever had before. In their turn, they realise the enormous amount of time and work devoted by the honorary officers and committee members and the countless difficulties in running their branch.

Our efforts to represent and further the interests of the junior officers have met with success. The expression of those interests is far more determined than before and is endorsed by the authority of a committee.

On many occasions the executive committee has not only listened to our views, but has acted on our suggestions on matters affecting the junior.

We have no intention whatever of working in opposition to the executive or of creating a barrier between the junior and senior. Our aim has been to work in harmony and concord with all those, whatever their station, who are disposed to strive and improve the lot of their fellow-men by working vigorously for N.A.L.G.O.

I shall be very pleased to provide any further details, and would be glad to receive any ideas myself.

V. A. MUSSELL.

Portsmouth Branch.

### ETHICS

#### On our Cover—And Inside

N.A.L.G.O.'s Conference achievement—the statement of professional ethics—is highly commendable and is undoubtedly a firm foundation for a code of conduct. Its appearance, however, on the frontispiece of this month's magazine is incongruous with the reading matter in the inner cover. Surely "Special terms to N.A.L.G.O. Members" can in no sense be synonymous with "a standard of integrity and conduct not only inflexible but *fastidious*." It is not sufficient for N.A.L.G.O. to frame a statement of professional ethics. N.A.L.G.O. must practise them.

We are told that a ban on discount advertisements would probably result in the loss of about 50 per cent of the present advertising revenue. Here, then, is an opportunity to put the ethics into practice. Why not make a nominal charge for the magazine if other advertising matter cannot be obtained? LOCAL GOVERNMENT SERVICE, in its present form, is instructive as well as interesting, and demonstrates the progressive policy of our association. Who, then, would grudge a few coppers additional monthly expenditure!

NETTIE M. CAMERON.

Clydebank.

### MORE STAFF OUTINGS

#### Why Not One for Each Branch?

Local associations make all kinds of efforts to create attractive social sections, but they seem to overlook annual outings. Outings can be made very enjoyable, especially at towns within easy reach of the seaside or country. Trains or motor-coaches may be hired, and at least one meal may be had all together at the place visited.

I know it is difficult for public employees to get away on the same day, but this could be overcome by splitting the outing into two days. Nearly all big business concerns have outings nowadays, and the event is eagerly awaited. I see no reason why an annual beano should not be fully supported by N.A.L.G.O. members. It would be interesting to know how many local associations have these outings, and what methods they adopt as regards catering arrangements. All members of officers' families should, of course, be invited.

Croydon.

L. J. BARNES.

### STRIKE ACTION

#### May Be The Only Way

In his reply to "Realist" on this question, D. R. Woodman draws attention to the facts of the law, but ignores other facts of equal importance.

The penalties for breach of contract could scarcely, in practice, be enforced against members of an organization so powerful as ours unless the organization deserted its members, or, rather, unless the members deserted their organization.

Arguing on Mr. Woodman's logic, if Parliament decreed that N.A.L.G.O. should be liquidated we ought piously to accept this as an expression of the Divine Will. In these circumstances, I think that even Mr. Woodman would not adopt so legalistic an attitude. I doubt if, in any case, he really believes that the law is the law and that's the end of it.

He misleads members when he tries to make the condition "grave inconvenience to the community" applicable to all officers. Many departments of a local authority could resort to strike action without infringing this condition. It is a question of fact.



Finally, the most valuable element in a strike policy is that, properly used, the threat alone is sufficient to bring unreasonable people to a better frame of mind. In some departments of Glasgow corporation we are learning that not even a just case and one hundred per cent. N.A.L.G.O. membership is sufficient to secure reasonable demands in the face of a certain kind of opposition which, it must be said, does not come from members of the town council. We, in Glasgow, are interested in this subject, and a statement of policy in LOCAL GOVERNMENT SERVICE would be appreciated by all of us.

"THIRD GRADER."

## A CONFERENCE APPEAL

### Are All Delegates "Converted"?

I was privileged at Conference to make an appeal for greater support for the Benevolent and Orphan fund. The report of the N.E.C. disclosed the regrettable fact that more than 34,000 members did not contribute. Conference usually displays considerable enthusiasm for the welfare of the fund, and I urged that the impetus of that enthusiasm by branch officers was needed in enlisting more annual subscribers.

I realised that in attempting to create that enthusiasm I was addressing delegates who were appointed by reason of their active work in branches, and should be regarded as "converted."

I note that a contributor giving his views on Conference "from the floor" states: "When less time is wasted in allowing delegates to preach B. and O. fund sermons to the converted, we may yet be able to discuss adequately some of the newer ideas being put forward."

I would have been prepared to allow this expression of opinion to pass without comment, but I receive regularly a copy of an excellent magazine issued by one of our large branches, and in the June number I find the following comment: "Available time was further reduced by wasting the time of Conference in preaching sermons on the B. and O. fund, which sometimes we are uncharitable enough to assume is a method of obtaining cheap applause. . . . We are already converted and dislike being preached at."

I am naturally led to the conclusion that the two contributions are from the pen of the same person, or at least reflect the views of the branch concerned.

I therefore consulted the last available statistics of the Association, and was amazed to find that in this particular branch the percentage of B. and O. contributors was only 31.1.

I am not in the least concerned at the objection to "sermons being preached," but I regard the statement that any comment on the B. and O. fund at Conference is a method of obtaining cheap applause as being as untrue as it is uncharitable. It seems to indicate a very lamentable opinion of the integrity of delegates who, in a desire to further the interests of the fund, express themselves with the sincerity which the cause demands. I suggest to the writer that though he admits being "converted," he has an ample field in his own branch in which to convert others, and when he has done that he will probably find time to consider "some of the other ideas being put forward."

My experience of the kindness and generosity which characterises the administration of the fund is such that I will

continue, despite such criticism, to "preach" whenever the opportunity is afforded until that 34,000 is considerably reduced.

J. Y. FAWCETT.  
Earldene, Windermere Crescent,  
Harton, South Shields.

## FREE N.A.L.G.O. BADGES

### For All New Members

In the course of our daily travels we have seen a remarkable and heterogeneous collection of badges. "British Legion," "C. T. C.," and even the more recent "A. R. P." badge, all evidencing their owner's membership of, and pride in, some organisation or society, and, incidentally, forming a quiet but effective public relations service.

Conspicuously absent, however, is the N.A.L.G.O. badge. Did you know there

## SORRY, READERS

We apologise to readers who have written to us but whose letters have not yet appeared or have been given in shortened form. A heavy post-bag and limited space are the reasons. Readers can help by writing briefly.

was one? Oh, yes, there is—but because they charge a shilling for it, headquarters is keeping it quiet. Most other Associations supply members with one when they first join and pay their membership fee. We belong to a society whose annual fee is only 2s. 6d., but we didn't have to pay for its badge.

What about it, N.A.L.G.O.! Can we see all members provided with our own badge? It will certainly help towards 100 per cent. branch membership. A charge of 1s. can be made for a duplicate should the original be lost.

In conclusion, to emphasise the non-mercenary character of this letter, and to save a possible flood of ironic inquiries, we can assure you that we ourselves possess, and have paid for, N.A.L.G.O. badges. E. T. COLLINS, J. F. EVANS, T. FOORD  
Town Hall, Epsom.

## YOUR JOURNAL—AND OURS

### When Is Branch News National News?

Whatever opinions may exist as to the present standards of our Journal, it must be admitted it has improved tremendously during the last twelve months. Its pages show a growing awareness of the existence of a world outside our own narrow sphere. The editor has rendered us a great service in developing the expression of members' opinions in the form of letters.

It would be a mistake to lay down strict limits for the publication of branch news. Matters purely personal to branches should be eliminated, but certain local problems must arise, the publication of which would enable other branches to meet these problems. For instance, I seem to remember reading in the Municipal Journal early last year, that our Abertillery (I think) branch had, with the approval of the Association, taken a strike ballot. These facts may be incorrect since I am relying on memory, but I think that this was a branch matter which should have been reported in the L. G. S. as being of importance to all branches. So far as I am aware, no such report appeared.

J. S. COVENTRY.  
(Mr. Coventry is presumably referring to the dispute at Aberdare early last year. A full report appeared on Page 168.)

## NATIONAL SCALES

### The Teachers' Standard

In your June number "Interested" asserts that "Teachers are undoubtedly the pets of local authorities," presumably because their scale of salaries is a national one, and compares favourably with the various scales paid to local government officers throughout the country.

In fairness to the teachers, however, "Interested" should realise that until the Burnham scale was finally adopted, teachers were generally—and in the Counties especially—paid a miserable pittance totally inadequate to the duties performed by them, and in many cases the salaries paid to local government officers seemed favourable in comparison.

It was not until after a long and arduous struggle by the teachers' organisation, the N.U.T., that the claims of the teachers were justly realised.

The answer to the latter part of the letter from "Interested" is obvious. Local authorities, as a whole, will not pay a truly national scale of salaries to officers until they are compelled to do so, and until that happens, the disparity between the two scales will continue. The efforts made by N.A.L.G.O. towards a national scale should be encouraged and appreciated by all our members.

ELDERLY CONTRIBUTOR.  
Truro, Cornwall.

## REFORMING ZEAL IN WALES

### Amalgamation or Co-operation?

A reference appears in your "Notes and Comments" in the June number, commending the work of certain N.A.L.G.O. branches, and the campaign organised by Mr. Clement Davies, K.C., M.P., for the "amalgamation" of small rural areas in Wales, "into strong regional bodies." Without question, public health services must be improved in Wales, and adequate salaries paid to efficient officers, but the reported policy of "amalgamation" cannot realise the objects demanded.

Wales is, traditionally and essentially, a nation of small units. Small units properly organised and administered are not detrimental to efficient local government, as a study of conditions in little countries like Denmark and Switzerland will prove. Public health services in these countries are probably the best in the whole world. The demand for "regional bodies" exemplifies an appalling disregard for fundamental principles governing communities in Wales.

In arguing for the retention of the small unit of local administration in Wales, it does not follow that the existing units should be retained. Indeed, one of the inherent weaknesses of local administration in Wales is that local government forms local boundaries, and not that local boundaries form local government. Administrative tracings do not include geographical identities, or other analogous ties and interests. Amalgamation of such areas would be a retrograde step. A campaign for reorganising boundaries is of vital importance, but in so doing the "small unit" must remain. William Anderson, the American authority, explains that "the whole principle and theory of local government is based on the small community."

The statement that authorities are



"prepared to sacrifice the health and lives of their children in order that they may save a penny or two on the rates" is a gross exaggeration and an evasion of primary causes. Public health administration in Wales is itself suffering from tuberculosis owing to poverty and malnutrition! Rural areas suffer from neglect and continual depopulation. Economic life is huddled, unbalanced, and in a state of decay, with renewed activity a forlorn hope resulting in the exodus of virile youth. If Mr. Davies thinks that "a penny or two on the rates" can make a material difference, he is, indeed, a modern Midas.

County councils—themselves glorified regional bodies—have become the custodians of public health at the expense of the smaller authorities. We have yet to witness the success of the transfer. A valuable contribution to health would be a demand for the restoration to rural districts of those public health grants filched from them by the Local Government Act 1929.

Even under existing circumstances, Mr. Davies and those members of N.A.L.G.O. can crystallize their "reforming zeal in Wales" by campaigning for the co-operation of local authorities, rather than their amalgamation.

WYNNE SAMUEL.

Swansea branch.

### Existing Legislation Sufficient

I was glad to read the paragraph, "Reforming Zeal in Wales," in the June "Notes and Comments."

That Wales is not alone in needing the "reforming zeal" of Mr. Clement Davies is shown by the valuable work performed throughout the country during the last three years by the Children's Minimum Council, a branch of which it is hoped will shortly be active in Glasgow.

As is pointed out in one of the Council's pamphlets, "Nutrition and Local Government," "even within the limits of existing enactments there are certain permissive powers to provide food in necessitous cases which, if fully used, would increase the chances of health and happiness for thousands of children. The administration of these Acts rests with the local authorities."

A Scottish edition of this pamphlet is in course of preparation and deserves to be read by all interested in local government and the welfare of the younger generation.

M. W. MARSH.

Dumbartonshire branch.

### EDUCATION MEETING

#### Could Be More Valuable Still

May I make two suggestions for increasing the usefulness of the education meeting at Conference?

First, the chairman should permit discussion of items of educational interest appearing on the Conference agenda. Experience proved that adequate discussion of such matters was impossible in full session. Further, the fear of an education "bloc" is extremely remote in view of the inevitable differences of opinion on all subjects. Danger can be obviated by not allowing resolutions on such items. On the other hand, there will be great advantage in having an informal talk on the most topical questions by those most interested.

Second, it would be a great help if a short, reasoned, statement of each problem to be discussed could be circulated in advance.

P. P. MURPHY.

Education Correspondent, Leeds.

### A BETTER NURSING SERVICE

#### Reforms Needed all Round

In the June number, the matron of the Croydon borough sanatorium contributed a spirited article on "Why leave Nursing to Charity?" I consider her pleas for less snobbery, more realism, a wider outlook, and better service conditions for nurses, fully justified.

One famous medical superintendent recently enjoined nurses to think more of their work and less of their salary! Do medical superintendents work for next-to-nothing? Certainly not; why should they? And why should nurses?

The old claim that nursing is a noble profession is, in a way, a smug hit at other workers. Should we not all approach our jobs with a noble mind? There are many noble acts done by non-nurses. Is the attitude of a senior nurse to a junior nurse always noble? Often one detects a cold regard of the senior for the junior. Senior nurses stand too often on their dignity, which is a precarious structure without the support of knowledge and consideration.

Nursing is, to me, a profession which should attract those who have an aptitude for it just as other persons develop a wish for the church, the law, medicine, the stage, or teaching. A square deal for nurses, such as N.A.L.G.O. stands for, would put the profession on the right lines.

"SYMPATHY-CUM-SALARY."

### Ills the Result of Women's Apathy

Miss Wilding's article in the June number should arouse considerable attention among the thousands of nurses in the local government Service, for only a month or so ago a number of them had to decide whether they would elect to retire at sixty instead of sixty-five. One wonders how many nurses who had spent almost all their lives in the nursing profession were in a financial position to take advantage of this clause?

I strongly support Miss Wilding's plea for salaries comparable with other professions. A certain section of women are rightly crying for "equal pay for equal work," but no really strong effort has yet been made to get equal pay for comparable work, as for instance, that of the teaching profession—an aim much more likely to be realised.

As a co-opted member of the women's services sub-committee I find that a very small response has been made to the appeal of the N.E.C. for branches to set up local women's services committees. Out of the 640 branches circularised, only 47 have replied, and of those, no fewer than 26 have decided on no action. The apathy of the women themselves is largely responsible for the present state of affairs. If women's committees were set up in every part of the country we could very quickly make our grievances heard and remedied.

The nursing profession is still suffering from the Florence Nightingale complex, that the nursing profession must be above mere mundane rewards. I have great admiration for the woman who has a vocation for nursing, but she should not be allowed to under-cut her sisters who enter

nursing as a profession. Moreover, the nurse who enters the service regardless of pecuniary reward will have the additional joy, under a scale of suitable pay, of having a fund of her own to set apart to help the many genuine poor with whom she will come into daily contact.

The tendency amongst most nurses since the issue of the Athlone Interim Report is complacently to regard the Government as a fairy godmother who will now wave her wand and apply the suggestions as set forth therein, but this, unfortunately, will not be so. We women must bestir ourselves and make the local authorities realise, through the women's services committees, that this branch of the service is as worthy of its hire as any other section of professional work.

A. A. WOODMAN.

East Ham.

### CALLING ALL WOMEN

#### Service Increments Wanted

Most women in local government service—the older ones at any rate—feel that it is hopeless to try to get equal pay for equal work.

An alternative, however, would be to give service increments after say two, five, and ten years, after the maximum of the grade has been reached. It is more than ten years since some of us reached our maximum, and although extra duties have been added, the remuneration remains the same.

We are not grumbling at the extra duties. We prefer to have plenty to do. But third grade men clerks—some of them mere youths—can now reach the same salary as the maximum of the highest women's grade.

Service increments for all grades, men and women alike, would meet a long felt want among those who have no chance of reaching a higher grade.

"ANON."

### Woman's Responsibilities at Home

There are a number of women, at the end of the bottom grade, getting £2 12s. 0d. a week. This is good money for a young girl, but when a woman reaches thirty and over and may have increased responsibilities at home—since, perhaps, her brothers have married—it does not seem very much.

Many girls may wait for years before there is a chance to move into the next grade, and they feel that if they had the hope of an intermediate rise, say at thirty, it would be a wonderful help.

DORIS ALMOND.

Liverpool.

Last month we gave a letter from Mr. H. Richards, of Liverpool. We have received another letter from him amplifying his previous observations. His comments indicate an incomplete knowledge of the achievements of the Liverpool branch and the work, structure and accomplishments of the Association. The Liverpool branch is one of the most successful and militant in the Association and has recently carried through salary negotiations with the city council which have benefited our members enormously. We suggest that his comments on the parent Association are misconceived, and if he will send in his address we will indicate where.

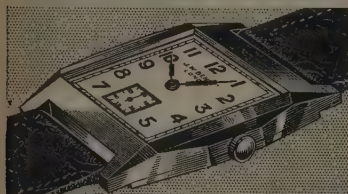


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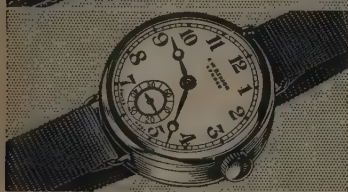
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## FILMS YOU'LL LIKE THIS MONTH

**Q Planes**, Columbia, a comedy-mystery starring Ralph Richardson, Laurence Olivier and Valerie Hobson. All about destroyers, salvage boats, and wicked gangsters who wreck aeroplanes by radio-beams. Your money's worth of thrills. Good for anybody over six.

**Elephants Never Forget**, United Artists, Oliver Hardy and Billie Burke in a slapstick of a poor doctor, his wife, and a grateful elephant, whose affection nearly wrecks their chances of becoming rich.

**Love Affair**, R.K.O. Radio. Charles Boyer's intelligent acting and Irene Dunne's charm and singing make this film worth seeing. Maria Ouspenskaya, as an old lady, steals the triumphs, though. A sincere film that leaves you refreshed.

**Jesse James**, 20th Century Fox. Tyrone Power and Henry Fonda star in a "glamorised" edition of an early gangster. Jesse, who really lived—in less picturesque guise—follows a life of crime after seeing his mother killed and her

house blown up by railroad pioneers. An exciting film, but we wonder if it's worth while whitewashing robbers.

**Yes, My Darling Daughter**, First National. Family comedy with Priscilla Lane and Jeffrey Lynn as young lovers who decide to spend a last week-end together. Eventually, thanks to the tactful handling of Grannie, May Robson, they turn up with a marriage licence and de-scandalise their startled families again.

## BARNSTAPLE REPLIES

Our criticism of Barnstaple last month apparently found a billet. The council had stipulated that only those officers enrolling in the Territorial or other auxiliary forces before June 30 would not suffer financial loss.

The town clerk has written us stating that the time-limit has been removed, that superannuation rights are to be safeguarded, and that salary increments will be paid as they fall due.

Thank you, Barnstaple.

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L.G.S. August

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## OUTDOOR PLAYS FOR AUGUST

Metropolitan and suburban members can now enjoy the theatre without wasting mild summer evenings in a stuffy building. The Theatregoers Association is offering its members five delightful plays this month, two of them to be performed in Regent's Park. If you've never seen Shakespeare under the sky and trees give yourself a treat this time.

"Twelfth Night," "A Midsummer Night's Dream" and "The Taming of the Shrew" at the Open Air Theatre, Regent's Park, are the choice for August. Other plays for which they can obtain reserved seats for 2s. 6d. are "After the Dance" by Terence Rattigan—author of "French without Tears"—at St. James' Theatre, and "Tobias and the Angel" by Dr. James Bridie.

For particulars ring Holborn 7146, or write Theatregoers Association, Victoria House, Southampton Row, W.C.1



## June Competition Result

## VICE VERSA

**L**OCAL government officers would appear to have no great faith in the decree of Adolf Benito Bultitude, Dictator of Britain, that all officials must change places—junior clerks becoming chief officers, and chief officers junior clerks—to increase the efficiency of the Service. Indeed, they thought that some of the new chiefs would be applying for their old positions before many minutes had elapsed.

We fancied we detected one or two cries from the heart. A. G. PATTERSON, Kirkconnel, must have suffered if we are to judge from the following:

"When the junior (promoted chief) summoned the chief (relegated to junior) to his office, I imagine his first words would be: 'For heaven's sake, take yourself to some quiet corner and learn to write so that other people can read it.'"

And this from BERNARD SHAW, Goole:

N.C.: Bring me the letter from Smith & Son on June 10.

Exit N.J. Half an hour later.

N.J.: I can't find it, sir.

N.C.: It should be filed; have you looked through the files?

N.J.: Yes, sir.

N.C.: Then look on my desk for it.

N.J. finds letter under piles of magazines, plans, envelopes, cigarette packets, etc.

N.C.: Who put it there?

N.J.: It must have happened when I was chief, sir.

N.C. (sarcastically): So it must. I should like to remind you, Priestley, that you asked me for that letter yesterday.

"TIMIDUS" admonishes the new junior for bringing bulldogs and sports cars to the office, smoking cigars, and wearing canary pullovers and green plus fours, even though his cousin is married to Sir Jasper Jeepers-Creepers. "Timidus" adds darkly, "characters are *not* imaginary."

Several entrants advised their new juniors to arrive punctually in the morning and expressed a ferocious determination to see they didn't go home till morning. Surely some heartburnings here!

An ingenious grading scheme came from JOHN HOWIE, Dumbarton. His juniors started at £1,000 and proceeded downwards so that their superannuation was calculated on an average salary of £600.

On the whole we came to the conclusion that the Service had better stay as it is.

First prize of a Guinea goes to Mr. W. H. Burnett, of Hammersmith, for:

N.C.: Good-morning, George.

N.J. (not so cheerfully): Good-morning, Smith.

N.C.: Now look here, George, there's no need to come the acid. For years I've wanted you to call me something less formal, and now you've got the chance. I'm Bert to you from now on. We might as well be mates as I'm going to need your help. Like hell I am. So take a seat and look cheerful. It's my turn to worry and your turn to work. Get me?

N.J. (seating himself): You must appreciate, Smith—um, Bert, that this places me in a most embarrassing position.

N.C.: Well, what about me, George? I'm not feeling too comfy, either. But with your brains and my personality, we ought to manage. (Confidentially) Between ourselves, George, I'm not too hot on some of these technical points and the correspondence has already got me dizzy. When you aren't too busy with the postage book perhaps we could share my tea and work things out. (Telephone bell rings.) Yes. What? Oh, crickey!

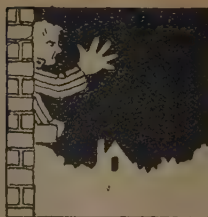
N.J. (sharply): What's happened?

N.C.: Adolf's been shot dead!

N.J. (briskly): Fetch a paper at once, Smith.

Smith: Yessir.

(Continued in next column)



## FROM MY BOOKSHELF

By Jonas Praps



### The Way Out

**S**IR ARTHUR SALTER has held many public offices and is well qualified to write on "Security; Can We Retrieve It?" (Macmillan, 8s. 6d.). In the first part he deals with the material and moral factors which constitute the peril as well as the prospect of the democracies—the passing of our island immunity, German psychology, American policy, and the new grouping of the Powers. In the second he discusses the possibilities of a revised League of Nations, and in the third he enlarges on the utilisation of the country's economic, industrial, and social services. Finally, he propounds the basis of a peaceful settlement in a suggested draft manifesto of British policy. The book is a thoughtful and reasoned contribution to the political problems of to-day.

### Revolution

Historical stories on fresh themes are not easy to find. "The House of Tavelinck," (Cape, 10s. 6d.) is an exception. It is a translation from the Dutch of Jo VAN AMMERS-KULLER, and covers the period 1778-1795. In the opening chapters we are introduced to Burgomaster Tavelinck's

(Continued from preceding column)

And second prize of Half a guinea goes to F. A. Thomas, Newport, Mon., for:

N.J. is Huggins.

N.C. is Muggins.

N.J.: You want me, Muggins—er, Mr. Muggins? N.C.: Perhaps you'd better call me, sir. Mr. Huggins—er—Huggins.

N.J.: Er—yes, er—sir.

N.C.: From to-day, Huggins, you'll be starting work. I would point out with no ill intention, that juniors are twelve a penny. You understand?

N.J.: Quite, er, sir.

N.C.: You have been rather slack about your arrival for some years now. Your time, I would remind you, is nine o'clock, not half past. Further, and this is very important, juniors are allowed no feelings regarding hours, salary, etc. Now you can carry on. Here is a list of errands I want you to carry out for my girl.

N.J.: Do I ride, sir?

N.C.: Ride! Are your legs weak, or something? You'll walk! It's good exercise. Clean my cycle before you go, will you? You will.

N.J.: Yes, sir. Could I finish punctually to-night, sir.

N.C.: Punctually? Ridiculous. Your job is to put up the letters and I'll see that you do, if you don't get home until midnight. Are you studying for anything?

N.J.: Er—no.

N.C.: Well, it's about time you were, you know. You owe it to the Service, man.

N.J.: Yes, but.

N.C.: Look, I'm busy. I've got a game of cricket on this morning. So would you go please.

family and the book follows chiefly the fortunes of the eldest son, Dirk. It is the story of the struggle between the Patriots and the House of Orange and the liberation of the people—a repercussion of the French Revolution. Dirk becomes leader of the Patriot movement and on its failure flees to Paris. His war services with France, his imprisonment, and escape from the guillotine, and his return to Amsterdam with the French liberators are finely related. Through it runs the story of his love for his childhood's playmate, the daughter of the gamekeeper on his father's country estate.

### World Happenings in Brief

Thirteen correspondents of the "New York Times" are concerned in the production of "We Saw It Happen" (Harrap, 8s. 6d.), but that paper is not responsible for the production, nor are the twelve sections merely reprinted articles. They are viewpoints on many recent world events, recorded by men on the spot. They cover such happenings as the German occupation of Austria—where the writer took considerable risks to obtain his information—inside Hollywood, a criticism of British political methods as indicated in recent events in Ireland, Abyssinia, and affairs in Japan, including a vivid picture of an earthquake, and one or two recent events in the United States. Altogether, a gripping book, well worth reading.

### Family Affairs

It would need a long review to do full justice to "The Thibaults," by ROGER M DU GARD—a Nobel Prize novel—(Bodley Head, 15s.). The canvas is crowded but there stand out unmistakably from the host of characters the figures of the two sons of old Oscar Thibault, rich and bourgeois, their lives, loves, failures, and successes. The structure and imagery are perfect—a well-blended picture of ordinary human beings—although one chapter may offend some readers.

### Literary Criticism

The theme of "Old Gods Falling," by MALCOLM ELWIN (Collins, 15s.) is interesting and has been patent for some time to those familiar with the trend of modern literature. The older (pre-War) novelists were restricted in theme very often and in mode of expression under the thumb of Mrs. Grundy. Those who broke away from restraint were frequently ostracised. "Respectability" and "humbug," Mr. Elwin dubs them, and every public librarian could testify to the limited call to-day for the works of "one-time" popular novelists. The book is a critical survey of the literature (fiction chiefly) of 1887 to 1914. It is also appreciative of the work of many of these "Victorian Wallflowers."



# DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

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## EDUCATION CORRESPONDENTS MEET

### Delegates Hold Lively Discussion at Annual Conference

MORE than 100 delegates attended the annual meeting of N.A.L.G.O. education correspondents at Torquay on May 26 in the Town Hall, when Mr. C. A. W. ROBERTS, N.E.C., took the chair.

Mr. S. H. HORROCKS, Paddington, urged that local authorities should be persuaded to pay the fees of students sitting for professional examinations as well as granting time off. Mr. W. B. PITT, Somerset, added that there should be some guarantee that the course undertaken was appropriate.

Mr. J. L. HOLLAND, N.E.C., then President of the Association, said that where a reasonable scale of salaries was in operation students should not ask for financial assistance. We should press for proper pay. The difficulty of "fitting in" special increments for members of large staffs could be solved by making examinations part of the grading schemes.

Mr. G. A. MORGAN, Chester, asked if arrangements could be made with provincial universities for the establishment of external diplomas in public administration and with local education authorities to provide appropriate courses of instruction to help people living beyond reach of the present facilities. Mr. H. SLATER, education secretary, strongly supported this suggestion and urged branches to approach their directors of education where there was sufficient demand.

Miss I. STANSFIELD, N.E.C., raised the question of regional meetings of education correspondents, which, it was suggested, more correspondents would be able to attend than at the annual meeting.

The need for area education representation at Conference through the dis-

tricts was emphasised by Mr. S. HEWETT-EMMETT (Metropolitan area).

Mr. F. N. THORPE, L.C.C., criticising the rules governing the scholarship scheme, suggested that an officer would not take the N.A.L.G.O. examinations if they were not recognised by his authority, but if he took exams which were recognised by his authority he might find that the scholarship scheme did not include them for scholarship grants. The education secretary pointed out that the policy of the association was to urge the officer first to take an appropriate professional examination and then proceed to widen his study by some other examination.

The chairman said that the model scheme of post-entry training was being further considered and that when this was completed it would be circulated.

The educational setbacks of six months' military training for militiamen in the Service was discussed. It was suggested that although local government would undoubtedly suffer, the present encroachment on the studies of militiamen could be used as an additional argument for time off for study when presenting the post-entry training scheme for local authorities. Mr. C. J. NEWMAN, N.E.C., reminded the meeting that a full response to an appeal for national service might prevent a catastrophe. Mr. F. H. HARROD, N.E.C., said officers seriously affected should apply to the "Hardship Committee."

It was suggested that branches should be circulated on the advisability of co-opting education correspondents to their executives.

## THE DIPLOMA IN PUBLIC ADMINISTRATION

Many officers and perhaps the majority of the public tend to look upon local government as the activities of some particular department. Even those who realise that it includes the whole of the social services for which local authorities are responsible often regard it with a purely departmental outlook. There are certain principles and a technique of administration common to all sections.

N.A.L.G.O. has persuaded a number of universities to establish a diploma in public administration. The important subject in the course for the diploma is public administration which is studied in its true setting in relation to allied subjects. A necessary part of the subject is the factual study of the administrative machine as it exists. Legal powers and duties merely provide the framework within which the business of administration is carried on.

It is of the highest importance to find out what the departments and local authorities do, and how they do it. The facts are now often buried in mountains of evidence given before Royal Commissions, and in many cases are not available to the public at all. The teacher and the research student of public administration bring them to the light of day where they can be studied and criticised.

It is, however, impossible to restrict the subject to a study of the facts alone.

Mere description tends to lose its significance unless given critically.

In addition to studying public administration itself, other subjects are included in the curriculum. The whole course is an excellent cultural background and although not vocational, is fine training for the higher administrative posts in the Service.

The subjects for the London University Diploma are:

Part I (Compulsory)—Public Administration, Central and Local, Economics, including Public Finance, Social and Political Theory.

Part II—(Three optional subjects to be selected from the following, at least two from one group):

Group A. English Constitutional Law.  
English Economic and Social History since 1760.

The Constitutional History of Great Britain since 1660.

Group B.—Statistics.  
The History and Principles of Local Government.  
Social Administration.

The cultural as well as the material benefits of studying for a diploma in public administration are invaluable.

The officer should be the first to recognise this and give every support to the diploma courses which have been established. It is hoped to give details of courses available next month.

The full syllabus and regulations for the London University Diploma are obtainable from the Registrar, Senate House, W.C.1.



# FIRST N.E.C. MEETING AFTER CONFERENCE

## Council Approves Principle of Regional Reorganization

**A** MOMENTOUS decision was taken by the National Executive Council at its first meeting after Conference at Abingdon Street, Westminster, on July 8, in approving in principle a scheme of regional reorganization.

In presenting the recommendations of the Service Conditions and Organization Committee, of which he had been appointed chairman, Mr. H. ALLEN reminded the Council that it had agreed to receive a detailed plan of reorganization.

A sub-committee had given much attention to the matter with the sole objective of furthering the salaries campaign.

It was felt that the areas at present covered by the divisional staff were too large, and the personnel too small, to meet the needs of the members. The staff had to spend much time in travelling, but with men at the proposed points, this difficulty would largely be obviated, and the officer in charge of the region would have far more time to devote to the salaries drive. In drafting the scheme, the sub-committee had attempted to place regional offices in localities where they were most necessary.

### The Sub-committee's Proposals

Three regions were suggested, the country—apart from Scotland which would be a separate region—being divided into the Northern, Midland, and Southern regions. For the Northern region, offices at Manchester, Liverpool, and Newcastle-on-Tyne, with a central office at Leeds, were suggested. The Midland regional office was, according to the scheme, to be at Birmingham, with offices at Cardiff and Nottingham. The Southern region was to have a central office in London with other offices at Chelmsford and Taunton.

An amendment was moved that the principle of regional organization as set out in the report be approved, subject to discussion of details as to location and personnel of offices with the Council members of the various districts. This amendment was approved, and it was agreed that, as far as the Southern region was concerned, the proposals should be acted upon immediately, after consultation with the N.E.C. representatives of the districts concerned. The position in the South had become urgent due to the impending retirement of Mr. F. Thomas, divisional secretary. Other recommendations of the committee were then discussed.

### Skipton U.D.C.

An interview was to be sought with the Skipton U.D.C. in connection with the recent adoption by that authority of a totally inadequate salary and grading scheme.

### Medical Examinations on Appointment

Consideration was given to the case of a man who, following the usual interview, was selected for an appointment subject to an examination by the medical officer of health of the council concerned. This examination was not successful, and the man did not get the appointment. To satisfy himself, he then visited two

medical practitioners and was passed by both as a first-class life. The Committee decided that a clause dealing with right of appeal to a medical referee in case of dispute should be inserted in the model staff regulations, and that the matter should

## NEW ASSISTANT FOR SCOTLAND

This is Mr. Henry G. Rae, who is shortly to start his new job as N.A.L.G.O. assistant divisional secretary for Scotland. Four years ago, at the age of 20, he graduated as a Bachelor of Law at Glasgow University and served his apprenticeship with the town clerk of Glasgow, where he became a qualified legal assistant.

At present he is employed as an agent for the Glasgow Corporation in defending actions in which it is involved in its capacity as authority for transport, street, gas, water, public health, and poor law. He is also a prosecutor under the Public Health Poor Law, Children and Young Persons and Mental Deficiency Acts. His experience includes cases involving the interpretation of the corporation's conditions of service and superannuation scheme. In addition, he has a wide experience as a committee clerk.

He is a member of the Glasgow University Parliamentary Debating Society and the Dialectic Club.

He has been a member of the Association since he entered the Service in 1932 and has taken a keen interest in the conditions of service of the Glasgow staff.



be referred to the national joint council for local authorities' administrative, technical, and clerical services with a view to setting up machinery for appeals to be heard when necessary.

### National Service

A protest against the decision of the Government not to empower local authorities to make up the pay of militiamen during the six months training under the Military Training Act, 1939, was to be forwarded to the Minister of Health, who was to be asked to receive a deputation. Copies of this protest have been forwarded to all local authorities. The letters to the Ministry and to local authorities are set out on page 250.

### Salary Difficulties at Knaresborough

Serious difficulties have been met by the Association in attempts to negotiate with Knaresborough U.D.C. on salary questions.

About two years ago the U.D.C. resigned

from membership of the Whitley Council and indicated that the salaries scales would no longer apply to its staffs. Under the County Review Order the area of this authority was enlarged considerably, and although the added territory was of low rateable value, certain officers were involved in increased responsibilities. They asked for increased salaries, but consideration was deferred from time to time until ultimately the Association was asked to intervene, and the divisional secretary sought an interview with the Council. Two requests were refused and the matter was referred to the Ministry of Labour, whose conciliation officer appeared before the Council and suggested that they should rejoin the Whitley Council or, alternatively, that the Association should be accorded recognition. But the Council declined to accept either suggestion.

The officers have naturally become intensely dissatisfied and a number of resignations have been tendered, those concerned having secured better appointments elsewhere.

It is understood that other officers are also attempting to obtain other appointments, and many will doubtless succeed in bettering themselves. Their action is a definite answer to the Council's unreasonable attitude—but its necessity is deplorable.

### Appointments at Inadequate Salaries

An unsuccessful protest had been made to an authority advertising a situation at an inadequate salary and asking candidates to state the salary required, and it was decided that a communication should be forwarded to each member of the Council concerned, after consultation with the branch.

### Local Taxation Departments

A circular letter—RF.244—from the Ministry of Transport was considered to be undue interference by the Ministry, and an attempt to limit the right of local authorities to deal with the salaries of certain members of their staffs in the way they deemed necessary. The Association has asked for a deputation to be received by the Minister on this point, and has sought the support of the County Councils Association and the Association of Municipal Corporations.

### Other Items

Reports dealing with the National campaign on salaries and service conditions and Whitleyism were also considered.

These matters were referred to sub-committees for consideration and report. Articled pupils, salaries and service conditions of institutional staffs, employment of persons in receipt of pensions, national status for local government officers eligibility for membership of the Association, and the constitution and eligibility for membership of the standing joint committee.

## N.E.C. EDUCATIONAL WORK

### Approach to University

A memorandum urging that the examination for the diploma in public administration should be split into three parts will be



## SOME MEMBERS OF N.A.L.G.O.'S EXECUTIVE



**HOW THEY ARRIVED AT No. 24 :** Top line : Mr. R. E. Heron, North-eastern, snapped on the steps outside N.A.L.G.O. headquarters, 24, Abingdon Street, Westminster, with Mr. Rhys Williams, South Wales, new to the Council this year. Mr. W. A. N. Baker, South-eastern, vice-chairman of the B. & O. committee, greets Mr. A. G. M. Archibald, Scotland, senior vice-president of the Association. Mr. T. Freeman, North-western, chairman of the Finance and General purposes committee, Mr. J. H. Warren, North-western, vice-chairman of the

public relations committee, and Mr. L. H. Taylor, North-western. Centre : Mr. J. T. Baker, Metropolitan, chairman of the N.A.L.G.O. Building Society committee of management, being welcomed by Mr. Archibald whilst Mr. S. H. Brodie, member of the Building Society and Provident Society committees of management, looks on.

Bottom line : Mr. C. J. Newman, South-western, vice-chairman of the education committee, Mr. A. J. Gould, South Wales, Mr. J. H. Tyrell, North-western, Mr. R. T. Shears, South-western, and Mr. S. Lord, chairman of Logomia Board of management.

sent to the University of London as the result of the Education Committee's consideration of representations from the Metropolitan area education committee and the education correspondent of the L.C.C. branch. It will also be suggested that officers who possess the diploma should be granted exemption from the intermediate examination of the B.Sc. Economics.

#### School Attendance Officers

Regulations, and a syllabus for an examination for school attendance officers were approved, and the Committee decided that the Association should conduct an appropriate examination and provide a correspondence course for this examination.

Fourteen scholarships will be awarded under the scholarships scheme to candidates

submitting theses worthy of awards. The adjudication of the selection board was approved.

A complete plan of action will be drawn up by the Committee in collaboration with the public relations committee to put into effect the desire of Conference that negotiations should begin to persuade the authorities to give training in citizenship to young people all over the country.

The Association's lending library is to be placed at the disposal of the Institute of Public Administration.

Congratulations were extended to Professor Simey on his appointment as professor of social sciences at Liverpool University, and to Mr. Norman Wilson, Birkenhead, on his appointment as lecturer in public administration at the same university.

#### BRANCHES TO STRENGTHEN PROPAGANDA

References from Conference urging the necessity of a vigorous public relations policy and an examination of the possibility of closer relationship between public relations and education were discussed at both committees concerned. It appeared that any great intensification of national propaganda through headquarters would involve considerable expense, but that work through the branches was capable of great expansions. Suggestions for strengthening provincial organisation included :

Appointments by districts of strong public relations sub-committees and energetic correspondents to stimulate public relations activities by frequent district



meetings to discuss propaganda methods, to publish literature, and to form local panels of lecturers;

Periodical meetings of correspondents in each area; and

Preparation of a travelling exhibition on local government for use by branches, and a series of "model" articles and pamphlets to be adapted to local circumstances by correspondents and sent to the Press.

On the second point in the reference, it was agreed that, whilst the closest co-operation between the public relations and education activities was already maintained at headquarters, it was not wise to advise the formation of joint public relations and education committees. Each activity was so important and specialised that it needed committees and officers of its own both nationally and in the districts and branches. There was scope for further co-operation, however, and a memorandum showing how it might be effected was to be prepared.

#### Advertisements in 'L.G.S.'

Measures designed to remove certain objectionable features of some discount advertisements in LOCAL GOVERNMENT SERVICE, submitted by the public relations committee, were approved.

#### Conference Publicity

Suggestions designed to improve the publicity value of conference were approved. They included proposals that leading speakers should be asked to supply copies of their speeches in advance to Headquarters, for circulation to the Press, and should be asked to endeavour to include one or two striking "headline phrases" likely to attract public attention.

#### Newport's New Film

The Newport, Mon., branch is producing a film, "The Indispensable Commodity," to show the community its dependence on a good water supply: an excellent scenario has been prepared. The National Executive Council agreed to meet a proportion of the cost of production.

#### Memorandum on Branch Editorial Powers

For the guidance of branches a memorandum is to be prepared on the position, power, and responsibilities of a branch magazine editor.

### GREAT ACTIVITY IN N.A.L.G.O. LEGAL WORK

#### Superannuation of Nurses

The Law and Parliamentary Committee reported that a sub-committee had been appointed to consider the superannuation rights of nurses transferring from voluntary to local government hospitals and vice versa, consisting of Mr. P. H. HARROLD and Mr. D. L. GRIFFITHS, re-elected chairman and vice-chairman respectively of the committee Mr. S. LORD and Mr. T. FREEMAN.

#### Certificates of Exception

The Ministry of Health had stated that it was advised that though a local authority might not have statutory power to continue the payment of disablement allowances for an indefinite period, it was open to it to grant such allowances for a reasonable period; and further that if the terms of employment put forward

(continued at foot of next column)

## 200 SCANDINAVIANS SAY "THANK YOU"

BEFORE the July meeting of the N.E.C. closed, Mr. J. L. HOLLAND read a letter he had received from Dr. Sven Stenberg, President of the Swedish Association of Local Government Officers.

"I wish to express," wrote Dr. Stenberg, "on behalf of myself and my colleagues of the Scandinavian municipalities, our sincere gratitude for your courtesy in making our recent visit to London possible, and for the hospitality you showed us and the wonderful programme you arranged."

"Every member of the party found the days in London full of interest, and I should like especially to express our thanks to you all who did so much to provide us with educative and enjoyable experiences."

N.A.L.G.O. had certainly arranged an extensive programme. It was packed full with interesting visits—so full that one lady, a secretary in a municipal office in Oslo, was heard lamenting that she had no time to see the shops.

The party was returning a visit paid by British local government officers to the Scandinavian capitals four years ago. Their stay lasted for four days, and during that time they saw all they could of London, N.A.L.G.O. acting as host. There were two hundred of them, both men and women, and they came from Norway, Sweden, Denmark, and Finland. Many would have liked to have stayed longer—possibly to see what England looked like when it wasn't raining.

They arrived in the Swedish Lloyd liner Patricia at Hays Wharf, London Bridge, and used the ship as their hotel.

The first day, Tuesday, May 16, was devoted to general sightseeing and excursions to Kew Gardens, Hampton Court, Windsor, and Eton College. On Wednesday visits were paid to L.C.C. schools, housing estates at Hackney, hospitals, slum areas at Stepney, and parks and open

(continued from preceding column)

by the local authority were such as to secure the payment of disablement allowances for a reasonable period, though not continuing until the employees attained the age of 65, the Minister could issue a Certificate of Exception if satisfied that the provisions regarding disablement allowances, coupled with the other terms of service, were on the whole not less favourable than the corresponding benefits conferred by the National Health Insurance Act.

The committee decided that a circular be sent to all branch secretaries advising that the advisability of pressing for the renewal or cancellation of a Certificate of Exception was a question for determination by each individual branch in the light of local circumstances.

#### Military Training

The committee reported on action taken with reference to the remuneration and preservation of superannuation rights of local government officers to be called up for service under either the Military Training Act, 1939, or the Reserve and Auxiliary Forces Act, 1939. It was decided to support the service conditions and organization committee in recommending

spaces. Travelling in motor-coaches, they drove through re-developed areas in Bethnal Green to the Pembury Grove estate at Clapton, where they were conducted over two flats. Then they went on to Becontree, Essex, to see the largest cottage estate in the country. Later, they returned to a reception and tea at the County Hall as the guests of the London County Council, meeting Mrs. Eveline Lowe, chairman of the L.C.C., and other members of the Council. That evening, N.A.L.G.O. gave an informal reception, dance and cabaret at Grosvenor House, Park Lane, for them.

The next day they divided into six parties. One went to see the London docks, another to the London Transport Passenger Board coachworks and garage at Putney, and the rest to the City and West End of London. All parties returned to take tea at the Mansion House in the Egyptian Hall, where, in the absence of the Lord Mayor, Sir Frank Bowater, they were welcomed by the Lady Mayoress. Then the Swordbearer conducted them round the Mansion House.

The Danish and Finnish Ministers, the Norwegian Consul-General, and Mr. A. A. Garrard, chairman of the N.E.C., were present.

Later, the visitors entertained a few leaders of the Association at a private dinner on board the Patricia.

The last day saw the party taken over the Houses of Parliament by Mr. Dingle Foot and other members of Parliament just before a meeting of the House.

In the words of one of the party, "Stockholm takes a great interest in the people of Britain."

There can be no doubt that the visit did much to cement relations between this country and the nations represented in the party. The fact that the visitors were engaged in operating the democratic machinery of their own countries vested the educative tours over our own municipal establishments with a special significance.

the N.E.C. to protest against the decision of the Government not to empower local authorities to make up the pay of Militiamen, with the suggestion that the protest include the position under the Reserve and Auxiliary Forces Act, 1939.

#### Occupational Disease

In view of a letter received from the Home Office, representations—in relation to the suggested extension of Sections 43 and 44 of the Workmen's Compensation Act, 1925—to enable local government officers to claim compensation for various diseases which they might contract in the course of their employment were forwarded to the secretary of the royal commission on workmen's compensation.

#### Legal Defence

The committee decided that where any claim for damages was made against a member of the Association in respect of something done by him in the course of carrying out his duties as a local government officer which involved, or appeared likely to involve, his being made a defendant in a civil action, the Association would, subject to the case being approved by the N.E.C., give to the member complete indemnity in respect of the claim; that is, the Association would become responsible

(continued at foot of next page)



# A COUNCILLOR SUPPORTS WHITLEYISM BILL

Little over a month after our own Conference at Torquay, Councillor A. S. McGuinness, a member of the Wirral U.D.C., at the conference of the Urban District Councils Association, moved the resolution: "this conference is in favour of the principles of Whitleyism and is prepared to give support to the Joint Councils Bill at present before the House of Commons."

Although this motion was not carried, the conference expressed itself in full sympathy with the principle of Whitley councils, and the Association appreciates the splendid effort made by Councillor McGuinness.

"WHILST there is a systematic planning with regard to the salaries and conditions of civil servants, teachers, and police," declared Councillor McGuinness, "there is something like chaos as far as local government officers' conditions are concerned."

In 1938, it appeared that no less than 494 salary and grading schemes were in operation in England, Scotland and Wales, no two of which were alike except in the Whitley council areas.

"How is it possible to justify so many different assessments of value?" he asked.

The remedy lay in giving active support to the bill introduced into the House of Commons—known as the Local Authority and Local Government Officers (Joint Councils) Bill—to "extend the principles of Whitleyism throughout the entire country with a view to introducing some measure of uniformity in staff conditions and service."

After explaining the origin, growth, and working of Whitleyism, Councillor McGuinness pointed out that there were to-day about 74 joint industrial—or Whitley—councils and 228 boards for conciliation and arbitration, 63 for trade and 47 for agricultural wages.

The Government agreed that Whitleyism should be applied to both civil service and local government service. The conditions of nearly every officer in the civil service

had since then been regulated by the departmental and national Whitley councils. The constitution of a national Whitley council had been approved for the local government service but it had met with an

## SPREAD OF WHITLEYISM



early death. Despite this, provincial councils had worked efficiently for many years in London, Lancashire and Cheshire, the West Riding, and North Wales.

In 1936 the national joint council for

local authorities, administrative, technical and clerical services had been re-established consisting of three delegates from each side of each provincial council. It sought to establish provincial and local committees on Whitley lines to regularise conditions, to settle differences, to collect relevant statistics and information, and to encourage research and study with a view to improving the Service.

Recently, great strides had been made in the formation of further provincial councils; Middlesex, Scotland, and the North-east, in 1937; West-midlands in 1938; and Southern Home Counties, Eastern, East-midlands, and South Wales, more recently. Negotiations were being conducted for the remaining four to complete the chain.

At present more than 200 urban districts were taking part in the Whitley movement.

As a member of an authority in the Lancashire and Cheshire area, Councillor McGuinness said that he had had first-hand experience of the advantages of Whitleyism. It called for careful planning to avoid misunderstandings instead of "patching them up" afterwards.

Local authorities were taking Whitley Councils into consultation more and more. Last year, the Lancashire and Cheshire council advised local authorities in more than 1,000 instances.

Anticipating criticism, Councillor McGuinness referred to the Central Advisory Committee set up by the Ministry of Health in accordance with the "Hadow" recommendations. He stated that a N.A.L.G.O. deputation had interviewed Sir Kingsley Wood, when Minister of Health, and had been assured that the functions of the committee were purely advisory in character, and were not concerned with the trade union aspect of salary matters in any way.

Even if the remaining areas in the country voluntarily adopted Whitleyism, Councillor McGuinness urged that the Bill would still be needed to prevent a joint council becoming inactive after it had been set up.

(Continued from preceding page)

for the defence of the action and the payment of any damages or costs awarded against him or which, with the approval of the Council, he had agreed to pay in settlement of the claim.

### Compensation Appeal

Since the March meeting of the committee, the Minister of Health had, on appeal, awarded a compensation allowance of £106 a year to an officer whose claim had not been admitted by a local authority.

### Intense Activity in Legal Work

The following cases had been dealt with by the legal department since March: Compensation for loss of office, 6; conditions of service of transferred officers, 6; superannuation appeals, 101; miscellaneous superannuation queries, 327; general legal questions—other than particular cases referred to in the Agenda—67.

### B. and O. Fund

The Benevolent and Orphan fund committee with Mr. E. A. S. Young, Metropolitan, as chairman, and Mr. W. A. N.

Baker, South-eastern, as vice-chairman, decided to prepare a scheme to induce more members of the Association to subscribe to the fund.

About 450 cases were considered, involving expenditure of £7,000.

### N.P.S. MEMBERSHIP UP AGAIN

Substantial increases in the membership of all sections of the N.A.L.G.O. Provident Society were revealed by Mr. T. NOLAN, again chairman of the committee. The sickness scheme had increased by more than 1,500, the death benefit scheme by nearly 200, and the hospital and nursing home scheme by 1,100.

Members at the annual general meeting 1940 will be asked to adopt yet another scheme for the sickness insurance and simple endowment of women.

### MRS. FOX RETIRES

A number of domestic matters concerning the holiday centres were dealt with by the Special Activities Committee, with Mr. A. B. Day, East-midland, as chairman. The committee accepted with regret the resignation of Mrs. W. Percy Fox, the manageress

of "Cefn-y-Mynach" private hotel, at Rhos-on-Sea, owing to ill-health. Mrs. Fox had managed the hotel for the Association since it was purchased in 1935. A successor was appointed to take charge from July 22, and the permanent post will be advertised in a later number of LOCAL GOVERNMENT SERVICE and other journals.

### INVESTMENTS WITH N.B.S.

Since the inception of the society, 25,336 enrolments have been received for paid-up and partly paid-up shares, and 4,200 deposit accounts have been opened.

### ATTENDANCE

The Chairman, Mr. A. A. Garrard presided over the Council and the following members attended:

Messrs. Adams, Allen, Archibald, J. T. Baker, W. A. N. Baker, Beevers, Brown, Bolton, Chaston, A. Clark, J. H. Clark, Coppock, Cox, Miss Dawson, Messrs. Davies, Day, Dodd, Freeman, Gould, Granger, Griffiths, Harrold, Heron, Holland, Hudson, J. H. Leigh-Smith, Lord, Mason, Newman, Nolan, Denton Ogden, Parry, Pinches, Riley, Roberts, Robins, Russell, Sharpe, Shears, Miss Stansfield, Messrs. Stead, H. Taylor, L. H. Taylor, Tyrrell, Vince, Warren, Williams, and Young.



## N.A.L.G.O. AND THE MILITIAMEN

### A Protest to the Ministry

These are the letters from the general secretary to the Ministry of Health and all local authorities, referred to on page 246:

*To the Secretary of the Ministry of Health on July 13:*

"The National Executive Council of this Association had under consideration at its meeting on Saturday last, Circular 1827, issued by the Ministry of Health on June 2, 1939, in which it was stated that it was not intended in the Order-in-Council to be made under the Military Training Act, 1939, to authorise payment by local authorities to their employees in respect of their period of training.

"The Council strongly protests against the withdrawal from local authorities of their discretionary powers to determine whether or not the military pay of local government officers called up for training under the Military Training Act shall be augmented by the addition of civil pay.

"My Council is of opinion that the difference in treatment of local government officers called up for service under the Reserve and Auxiliary Forces Act and those called up under the Military Training Act in relation to civil pay, is not equitable, and must result in many hardships.

"I am desired, therefore, to request the Minister to be so good as to receive a deputation consisting of the President of the Association, the chairman of the National Executive Council, and the chairman and vice-chairman of the service conditions and organisation committee, together with the general secretary and the organising secretary at a date as early as convenient to the Minister.

"I have been instructed to forward a copy of this protest to every local authority."

*To all local authorities on July 18:*

"At a meeting of the National Executive Council of this Association held on Saturday, July 8, consideration was given to Circular 1827 issued by the Ministry of Health on June 2 last, in which it was stated that inasmuch as the Government had decided that there should be no issue of civil pay in respect of civil servants called up for training under the above Act, it was not intended to authorise payments by local authorities to their employees.

"Great concern was expressed at the intervention of the government in a matter which, it was felt, was one for the local authorities themselves to decide.

"It was known that a fairly large number of authorities had—previous to the issue of the circular—by resolution, decided to supplement military pay, and no doubt, many more would have acted on similar lines. The result of the circular has been to deprive all authorities of the right to make their own decision; in other words, to undermine their autonomy as free agents in a matter that concerns their relations with their own employees.

"My council, therefore, decided to forward to the Minister of Health an emphatic protest and I have pleasure in enclosing a copy of a communication which was sent on July 13."

## PUBLIC RELATIONS CAMPAIGN REVIEWED

### Methods and Principles Discussed at Annual Meeting

EXCELLENT progress in the public relations campaign was reported, and many useful suggestions for advancing it were put forward, at a meeting attended by more than 100 public relations correspondents or their representatives during the Conference week-end at Torquay. MR. L. WORDEN, chairman of the public relations committee of the National Executive Council, presided. Opening the discussion, MR. ALEC SPOOR, public relations officer, said that in little more than twelve months the Association had assembled a body of more than 300 public relations correspondents in branches all over the country, many of whom were showing great enthusiasm, enterprise, and initiative.

The year had been interesting and fruitful. Although they had made no spectacular achievements and had not, as yet, made any profound impression on the prevalent ignorance, indifference, or hostility of the public towards local government, they had, he believed, made a useful start on sound lines, and had laid the foundations for an organisation of expanding influence. By means of exhibitions, articles and letters in newspapers, broadcasts, lectures, essay competitions, films, and contacts of various kinds, they had begun the work of informing the public of the activities of local authorities, and of convincing them that local government officers were not officious minions of authority, but their active co-workers in the creation of a healthier, happier, and more civilised life.

### Co-ordination Needed

At present one of the greatest difficulties was the fact that most public relations correspondents were working in isolation, with little opportunity for contact with their colleagues in other branches for the exchange of ideas and experiences. If that contact could be obtained, and the activities of isolated correspondents be co-ordinated, they would be able greatly to improve the quality and extend the range of the work.

This object might, he thought, be achieved through the district committees. Already two district committees—those of South Wales and Monmouthshire and of Yorkshire—had begun to do this, and he hoped that others would follow their example.

He would like to see in each district committee a strong public relations sub-committee, with its own public relations officer. Details would need working out, and he hoped that all concerned would consider the idea and elaborate it.

The second problem had been touched on by MR. HOLLAND, in his presidential address; when he said that "however effective the work conducted by headquarters and through the branch correspondents, it will always be true that the best public relations officer local government can have is the individual official. By his courtesy, his tact, his efficiency in his relations with the public, and equally by the lack of those qualities in him, the Service as a whole is being judged." It was an axiom of all publicity, Mr. Spoor declared, that propaganda was no better than the service behind it; if the service

was bad, no amount of propaganda could conceal its defects. All members of N.A.L.G.O. must know of defects within the organisation of their own authorities. Could not members get together and use their influence to remedy these and similar defects and to ensure that every branch of the local government service obtained a reputation for efficiency, courtesy, and consideration?

Subsequent speakers amplified these points from their own experience. MR. A. G. BOLTON, Yorkshire district committee, told of its work and plans (described in detail on page 235) and MR. RUFFE WILLIAMS, South Wales and Monmouthshire district committee, showed how his committee had been able to co-ordinate the activities of thirty correspondents.

### Enthusiasm—and £20

The value of enthusiasm was illustrated by MR. J. SHORT, Gateshead, in an account of the achievement of his branch in organising a four-weeks' municipal exhibition, with eight combined lectures and film shows, and distributing free to ratepayers 30,000 copies of a 64-page book on the work of the local authority, all at a total cost of £20.

MR. NORMAN ROGERS, Croydon, stressed the need for improving methods of personal contact between officer and the ratepayer, and asked for a headquarters pamphlet on "How to Treat the Public." MR. M. J. MILES and MR. MASLEN, Coventry, emphasised the public relations value of branch social activities. In Coventry a branch arts and crafts exhibition, dramatic society plays, football matches, and dances had all helped to convince the public that the officer was human after all.

MR. DEAR, Manchester, complained that part of the human difficulty of public relations work could be attributed to the N.A.L.G.O. education policy, which was producing examination-passers rather than public servants. As a contribution to the campaign he recommended round-table conferences between N.A.L.G.O. members and representatives of local organisations likely to be interested in local government.

The only critical note came from MR. SAUNDERS, Kent County, who felt that N.A.L.G.O.'s present publicity methods were too blatant in boosting the officer, and feared that a public relations correspondent might embarrass his branch by stupid propaganda unless his activities were subject to executive censorship, and from MR. BINGHAM, Kent County, who doubted the wisdom of propaganda for local government in areas where some of the services were inadequate.

Replying to these points, Mr. Spoor agreed in condemning blatant boosting of the officer; N.A.L.G.O.'s policy was to publicise local government as an institution, not the individual.

Propaganda should never attempt to whitewash inadequate or inefficient services. The task of public relations was not to represent local government as perfect, but to increase public interest in it and to give the public the facts upon which to base their own judgment.



## Scottish Notes

### WHITLEY COUNCILS MEET AT ABERDEEN

#### Much Discussion on Scales For Larger Authorities

THE Whitley councils for local authority services in Scotland met in the Municipal Buildings, Aberdeen, on June 23. Lord Provost Mitchell, during the luncheon at which he presided, welcomed the councils on their first visit to the Granite City. Lord Provost Nimmo, of Perth, chairman of the councils, in reply, expressed the members' appreciation of the hearty welcome they had received and of the splendid hospitality extended to them by the corporation.

#### Basic Scales for Sanitary Inspectors

The council dealing with administrative, technical, and clerical staffs adopted the following basic scales of salary recommended by the executive committee for full-time sanitary inspectors, employed as such, viz.:

Probationer Sanitary Inspectors: £156×15—195.

Assistant Sanitary Inspectors:

- (a) Employed by counties or cities and such other local authorities as the Industrial Council may from time to time determine: £210×15—300.
- (b) Employed by local authorities other than those in group (a): £210×15—270.

After considerable discussion the council decided that to permit of gradual adjustment, where the new maximum salary for any of the above grades exceeds the present maximum salary, the new maximum shall be reached within a period not exceeding three years.

#### Basic Scales for Library Staffs, Registrars, and Assistant Registrars

It was agreed to continue consideration of the question of formulating basic salary scales for library staffs, and registrars and their assistants.

#### Basic Scales for larger Local Authorities

The employees' side of the council proposed, so far as male clerical assistants were concerned, that Edinburgh and Glasgow should be placed together in the first group of local authorities with a maximum basic salary of £240, and that Aberdeen and Dundee, the counties of Ayr and Lanark, and other local authorities to which the recently adopted basic scales did not apply, should be placed together in an intermediate group with a maximum basic salary of £210. After negotiation, it was agreed, in the meantime, to adopt a basic scale for Glasgow, rising with service increments to £240, for Edinburgh rising to £230, subject to the usual educational and other qualifications. With regard to Aberdeen and Dundee, it was pointed out that in both these cities the basic scales had been increased last year. After much discussion it was finally agreed to minute the existing basic scales as a resolution of the council and to defer consideration of the scales for other local authorities proposed for an intermediate group.

#### Application of Scales

There was some dispute as to whether the scales were to be applied on a strictly "salary for age" basis for adults over 21, with each point in the scales related to a particular age. A compromise was finally agreed, and it was resolved (a) that the scales should operate automatically according to age so far as juniors were

concerned (b) that as regards adults in the Service, whose salaries were less than those applicable to their respective ages, they should reach their appropriate place in the scale as soon as possible, and in no event should the period exceed three years; and (c) that as regards new entrants over 21 without previous service with a local authority they should be placed on the scale as the local authority may determine, but in no event more than two years under the place which their age would give them.

#### Lanarkshire

It was agreed to send a deputation to meet the appropriate committee of the county council early in September on the question of their linking up with the Whitley council.

### FROM THE BRANCHES

The Wigtownshire county council has now adopted a basic scale somewhat better than the national minimum scale adopted by the Whitley council. It gives to men assistants £185 at twenty-six and to women typists £125 at twenty-five.

The East Lothian county council recently adopted the national Whitley council basic scale. In some instances these give substantial increases.

The Sutherland county council has now taken over the staffs employed by the county clerk. They have been included in the superannuation scheme, and an application has been made for an adjustment in their salaries, the divisional secretary having interviewed the convener of the finance committee. We believe that a considerable improvement will result.

On June 26, Mr. L. Hill, general secretary, and Mr. J. M. Mortimer, divisional secretary, interviewed the executive of Falkirk branch when the question of "recognition" was the chief subject under discussion. It was pointed out that in years past N.A.L.G.O. representatives had always been well received by Falkirk town council and there was little reason to doubt that they would be in the future. Other questions were discussed and misunderstandings cleared up. The interview was interesting and helpful.

### PERSONAL

#### Branch Secretary becomes Chamberlain.

Sincere congratulations to Mr. Stanley H. H. Wilson on his appointment as town chamberlain of Inverness. For many years Mr. Wilson has acted as secretary to our North of Scotland branch and in difficult circumstances has done much to keep the N.A.L.G.O. flag flying over a widely scattered area in four northern counties. Within the past two years we have had three new branches established—at Ross and Cromarty, Sutherland, and Caithness—but before this, Mr. Wilson had members in all three counties and also in his own town and county, Inverness.

He has proved himself an excellent officer as assistant in the chamberlain's office. Now we wish him every success as chief of his department.

### RESPONSIBILITIES OF THE OFFICER

#### Advice to Students at Scottish Summer School

"THE permanent official is the most important person in the country," said BRIGADIER-GENERAL J. D. CROSSIE, convener of Fifeshire county council, when he opened the N.A.L.G.O. summer school at St. Andrews last month. The recent epidemic of local government legislation and the march forward of science had brought increasing demands and responsibilities needing more experienced specialists equipped with expert staffs.

He advised them not to leave out tennis, football, and golf. Lop-sided officers—all brains and no bodies—were not wanted.

PROFESSOR L. M. FRASER, professor of political economy, Aberdeen University, lecturing on unemployment, stated that we had not yet learned to prevent industrial conditions from fluctuating between boom and slump. When the armament expenditure had run its course, we must beware lest we found ourselves in a severe depression.

"During the past year," he concluded, "we have checked what might have been a major slump by measures of preparation for war. Let us hope that next time we shall be able to prevent depression by peaceful works for raising the national standard of life."

DR. JAMES A. BOWIE, principal of the school of economics, Dundee, discussed the Southern drift of industry and emphasised that so long as London and the South-east were allowed to attract the lion's share of new enterprises it was questionable whether anything could be done to rehabilitate Scotland and other stricken areas.

SIR WILLIAM MCKECHNIE, former head of the Scottish education department, dealt with the service aspect. He condemned the "Scrooge-like" conditions of officers in some parts of Scotland, with cobwebs on the walls and holes in the windows stopped with newspapers. Some employees, he said, received a "rotten deal."

Thirty-nine students enrolled—six more than last year—and their questioning after each lecture was typical of their great enthusiasm and delight with the school.

Suggestions were made that next year the school should extend over two weeks.

### ANNUAL SPORTS DAY

The annual sports day, which takes place at Bridge of Allan and Dunblane on September 9, will include the usual competitions in bowling and golf. The golf will be played on Dunblane golf course, and will consist of a men's stroke competition, two rounds, and a ladies' stroke competition, one round. The bowling match will be played at Bridge of Allan on Airthrey Spa and Bridge of Allan bowling greens. The entrance fee is 2s. 6d. a player. The starting time for golf will be 9 a.m. onwards, and for bowling 10.30 a.m., and the last date for receiving entries Saturday, September 2. Those desiring to enter should communicate with Mr. S. H. Brodie, City Assessor's Office, 40, Cochrane Street, Glasgow, C.1. Luncheon and tea will be served at Allan Water and Spa Hotel, Bridge of Allan.



## MORE RESULTS OF BIG SALARIES DRIVE

### Position of Many Juniors is Improving

**W**ORK in the districts is being carried on steadily. Branches are approaching their authorities for the rectification of anomalies and the introduction of more adequate scales where necessary. Whitleyism is operating through provincial councils, and the Association's officers are busily engaged in stimulating branch effort and attending council and other meetings to put the officer's case.

We give below a selection of recent successes.

The **Matlock U.D.C.** has adopted an improved scale for juniors.

At **Cardiff** the scale for young men has been amended so that £200 is reached at 28 instead of 29.

**Llanelli** has agreed to amend its salary scale so that up to 23, juniors are paid on an age basis. Other scales have also been improved.

**Carmarthen R.D.C.** has adopted scales of salary and revised conditions of service.

The **River Trent Catchment Board** has approved a revised scale—£120 at 21 rising to £210 at 28.

**Erith B.C.** has adopted the following revised grading scheme with effect from April 1, 1939:

Grade A £39 at 15, £45 10s. at 16, and £52 at 17, proceeding, subject to satisfactory service, to Grade A 2, with £75 (at 18) X £15—£180 (at 25) again proceeding, subject to satisfactory service to Grade B 1, with £165 X £15—£255. After that point, promotion will be by merit to Grade B 2, with £225 X £15—£300. Grade C follows with £275 X £15—£335. Then Grade D with £355 X £15—£400. Typists will get £104—£156 and secretary-typists to £208.

Members of the staff who pass professional or recognised examinations are to be granted a further £15 for intermediate qualifications and a further £15 for a final certificate, except in grade D.

**West Ham C.B.C.** has approved a revised scale for grade B: £135 (at 21) X £15—£240+£10—£250.

**Hendon B.C.** has adopted the following revised scales:

Grade A £75 (at 16) X £15 — £255.  
Grade A 1 (short-hand-typists) £75 (at 16) X £15 — £180. Senior typists—maximum increased from £185 to £195.

The former special female clerks grade with a maximum of £220 has been merged in the new grade A, thus increasing the maximum to £255. This grade is also open for the promotion of typists, subject to special recommendation.

The **Hemsworth R.D.C.** has adopted Grades A and B1 (males) of the scales recommended by the West Riding joint council, giving automatic progression to £225 at twenty-seven. Women have been placed in Grade D, £165—£210.

At **Scarborough** the joint council's scales are still under consideration, but certain adjustments in the salaries of general grade staffs have been made with effect from April 1, last. These will result in a more satisfactory position where the promotion bar has operated adversely.

The **Hoylake U.D.C.**, at its meeting last month, adopted, with only slight amendments, the model grading scheme submitted by the Lancashire and Cheshire

provincial council. The provincial council has also submitted grading schemes covering the whole of the professional, technical, administrative and clerical staffs of **Southport C.B.** and **Bacup B.**

The **South Wales Provincial Council** has also been active. A meeting of its executive at Swansea on June 28 agreed that the joint secretaries should draft scales of salaries and conditions of service for consideration at a future meeting.

The **Solihull U.D.C.** has agreed to establish a joint advisory committee.

As a result of representations made by the divisional secretary, in consultation with the National Association of Cemetery and Crematorium Superintendents, the **Hammersmith B.C.** agreed to the application of grade C of the London district council scale to their cemeteries superintendent with a minimum of £400 X £20 (2) £10—£450, plus emoluments.

As a result of negotiations by the branch, the **Canterbury C.B.C.** adopted the following improved scale of holidays, which does not apply to chief officers:

New entrants to the lowest grade of the clerical staff, six working days.

Graded staff under 21, 12 working days.

Graded staff over 21 with salaries up to £200, 12 working days and one day for every two years of local government service to a maximum of 18 working days.

Graded staff over 21 with salaries exceeding £200 up to and including £300, 12 working days and one day for every one year of local government service to a maximum of 18 working days.

Officers with salaries over £300, 12 or 18 working days upon completion of three years' local government service.

The above scale is subject to the following proviso:

"Provided that no member of the staff to whom this scale applies shall be qualified to receive annual leave in excess of eighteen working days by reason of his being required to attend the annual fortnight's training of the Territorial Army or auxiliary section of any other of H.M. Forces."

### Other Conditions of Service

An improved holiday scale has been adopted by **Abertillery U.D.C.**

**Hendon B.C.** has resolved that the basis for the calculation of future superannuation allowances in respect of non-contributory service be fixed at 60ths.

### ROUND THE BRANCHES No. 13.

Coulsden and Purley

Left to right: **President, T. E. CALLANDER**; **Secretary, R. J. WINNEY**; **Vice-President, W. W. ROBERTS**; **Treasurer, J. E. FUNNELL**; **Chairman of Executive, A. F. STEED**; **Thrift secretary, M. B. WATTS**.



## THIS MONTH'S GOSSIP FROM BRANCHES

Norman Wilson, M.A., Birkenhead



secretary for 12 years, is leaving to become a lecturer in public administration at Liverpool University. He was a member of Liverpool area education committee for five years, and was one of the first to secure the D.P.A. from Liverpool University.

**L. Stockton** will succeed **C. Costello** as **Grimsby** branch secretary. Mr. Costello, a founder member, started in 1910 with 68 members. Branch now has 280. He has also been member of local executive and on East-midland district committee. **W. Overton** succeeds **J. Adams** as assistant secretary.

**R. E. Swift**, deputy borough librarian, Ealing, has retired after 47 years' service. He is a member of the Library Association and an active member of N.A.L.G.O. Colleagues presented him with a greenhouse...



**S. F. Bartlett**, Basingstoke, and **T. C. Penn**, Woking, have been elected president and vice-president of the I.A.R.V.O.

**R. N. F. Evans, LL.B.**, Monmouth C.C., has been called to the Bar...

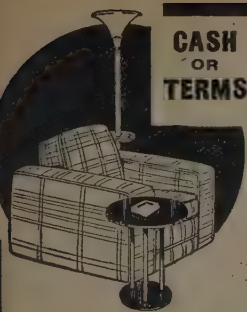
**B. Robinson**, borough engineer and surveyor, Birkenhead, has been made a fellow of the Royal Sanitary Institute.

At **Battersea**, **F. A. Richards**, Hyde, has succeeded **J. Frederick Hogg** as librarian. Mr. Hogg was trained by the late **Lawrence Inkster**, librarian 1887-1922. **Dr. Stanley King**, deputy M.O.H., and **J. R. Jones**, deputy chief engineer, have left **Battersea** for **Stoke Newington** and **Hammersmith**.

**Miss V. D. Louch** of **Rugby** organised a garden party. Each department gave a sideshow. Result £10 10s. 0d. for the B. and O. Fund.

**Andrew Crichton**, deputy town clerk, Edinburgh, who is retiring after thirty years' service, was referred to by a councillor as the "guide, philosopher and friend" of the general purposes committee...





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# SUPERANNUATION APPEALS

## Ministry of Health Decisions

**T**HE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938:

### Fees received as Lecturer

A storeman who has also been appointed by a local authority as a lecturer in connection with their Air Raid Precautions operations is not required to pay superannuation contributions on the fees received by him as lecturer; such fees are not remuneration received by him in his employment as storeman, in which employment he became a contributory employee.

### Matron of Hospital Female Nurse

A matron of a hospital who is a state registered nurse and possesses the certificate of the Central Midwives Board, and whose duties include the general supervision of nurses and the training of probationer nurses is entitled to be classified as a female nurse for the purposes of Section 16 of the Act of 1937.

### Poor Law Institution Matron not a Female Nurse

A matron of a poor law institution who is responsible for the whole of the domestic arrangements of the Institution and who does not possess any certificates of qualification as a nurse—the council employing a trained nurse to superintend the nursing staff of the Institution—is not entitled to be regarded as a female nurse for the purposes of Section 16 of the Act of 1937.

### Mental Inspector

An inspector under the Mental Deficiency and Mental Treatment Acts who is a state registered nurse and a state certified midwife, but whose duties include visiting mental defectives in their houses, making reports and giving advice and assistance in relation to such persons and conveying them to Institutions or to the homes of persons appointed to act as their guardians, is not entitled to be regarded as a "nurse," "midwife," or "health visitor" for the purposes of Section 16 of the Act of 1937.

### Transferred Rating Employee

A local authority notified a transferred rating employee who was subject to the provisions of the Poor Law Officers' Superannuation Act, 1896, that he would, as respects a rating office in which he is not a transferred rating employee, be entitled to reckon previous service as non-contributing service. The employee appealed on the ground that he is entitled to reckon all service as non-contributing service. The Minister's decision was as follows:

"On the facts submitted, you were appointed prior to the 1st April, 1927, by the Board of Guardians as Collector of Poor Rates for certain parishes in the rural district and by the District Council as Water Rate Collector. On the operation of the Rating and Valuation Act, 1925, you were transferred as respects your office of Collector of Poor Rates to the service of the Rural District Council by virtue of section 48 of that Act and since that date the District Council have increased the duties

of your transferred office and the salary attached thereto. You have continued to contribute under the Poor Law Officers' Superannuation Act, 1896, in respect of the whole of this remuneration. The post of Water Rate Collector, which you have continued to hold was not designated as an established post for the purposes of the Local Government and other Officers' Superannuation Act, 1922, and no superannuation contributions in respect thereof have been paid by you.

"The Minister has carefully considered your representations. He is advised that only service which would have been treated as service for the purposes of the Act of 1896 is reckonable as contributing service for the purposes of the Act of 1937 by virtue of paragraph 6 Part 1 of the Second Schedule to that Act.

"The Council have decided that as from the 1st April, last, you will be a contributory employee in respect of your post as Water Rate Collector and in the circumstances the provisions of section 12 (2) will be applicable to you in that office in respect of your previous service and such service will therefore be reckonable as non-contributing service for the purposes of the Act.

"The Minister hereby determines accordingly and dismisses your appeal."

### Transferred Rating Officer

A local authority notified a transferred Rating Officer subject to the provisions of the Act of 1896, whose salary was increased by the authority to whom he was transferred under the Rating and Valuation Act, 1925, that he would be entitled by reason of the application of the Act of 1896 to reckon as contributing service only the service in relation to the salary at the date of transfer. The employee appealed on the ground that he is entitled to reckon the whole of his service as contributing service. The Minister's decision was as follows:

"According to the facts submitted, you were employed by the Dore Board of Guardians as Collector of Rates for the Parish of Orrop, at a salary of £22 per annum, from the 14th May, 1921, to the 1st April, 1927, when, as respects that office, you were transferred by the Rating and Valuation Act, 1925, to the Dore (now Dore and Bredwardine) Rural District Council. That Council extended the area within which you were required to act as Collector of Rates and increased your salary to £90 10s. per annum.

"Prior to the date of transfer, you were contributing under the Poor Law Officers' Superannuation Act, 1896, at the rate of 2 per cent. of your salary of £22 per annum, and you have continued to do so. In relation to the balance of your salary (£68 10s.) no contributions were made until the 1st April, 1928, since which date you have contributed thereon at the rate of 5 per cent. by reason of your transferred office having been designated as an established post under an admission agreement made under the Local Government and other Officers' Superannuation Act, 1922, by the Rural District Council with the Hereford County Council.

"The Rural District Council, in the notifications issued to you by them under the Regulations have treated you as the holder of two part-time employments at salaries of £22 and £68 10s. per annum respectively, and informed you that, as regards the former, your service will be reckonable as contributing service, while as regards the latter, your service will be reckonable as non-contributing service until the 1st April, 1938, from which date it will be reckonable as contributing service.

"Having regard to the decision in the case of *Newill v. Clun Assessment Committee* (34 L.G.R. 8) and the provisions of paragraph 6 (a) of Part 1 of the Second Schedule to the Act of 1937, the Minister is advised that your employment must be treated as a single employment and the whole of your previous service will be reckonable for the purposes of the Act of 1937 as contributing service. He hereby determines accordingly and allows your appeal."

### Evening Employment as Library Secretary

A local authority issued a notification which indicated that a person employed by them as a whole-time Senior Rent Collector would become a contributory employee but that he would not become a contributory employee in respect of the post of Library Secretary. The Minister's decision on appeal was as following:

"The facts submitted to the Minister indicate that you hold two offices under the Council, viz., the office of Library Secretary referred to, and the office of Senior Rate Collector. In relation to the latter you became a contributory employee of the Council on the 1st April, last, by virtue of section 3 (2) (g) of the Act of 1937. The notification issued to you in respect of this employment included in the particulars of the remuneration in respect of which contributions will be payable the payments made to you as Library Secretary. The definition in 'remuneration' in section 40 (1) of the 1937 Act includes salary, etc., paid or made to an employee as such, and the Minister takes the view that the sums received by you as Library Secretary are not remuneration received by you in your office as Senior Rate Collector.

"The decision of the Council that you are not a contributory employee in respect of your post as Library Secretary is based on the ground that your employment as Senior Rate Collector is a whole-time employment and that as Library Secretary you occupy an honorary post.

"The Minister has carefully considered the representations submitted. The former contention of the Council cannot be maintained if your position as Library Secretary constitutes employment, and the Minister is advised that it does, whether your remuneration is merely an honorarium or otherwise. Upon this basis, therefore, the Minister has reached the conclusion that in your post as Library Secretary you are a contributory employee for the purposes of the 1937 Act, and hereby determines accordingly."

### Resident Engineer

A local authority issued a notification which indicated that a Resident Engineer appointed whole-time in a temporary capacity would not become a contributory employee. The Engineer appealed and the decision of the Ministry was as follows:

"On the facts submitted, it appears that you were appointed by the Council in November 1936, as Resident Engineer to supervise works for the extension of the Fareham Water Works. In 1937 you took office in addition, the supervision of the Portsmouth Drainage Scheme and you are still employed whole-time on both schemes. You contend that, for the purposes of the 1937 Act, you are entitled to become a contributory employee as a whole-time officer, but the Council submit that you do not come within the scope of the provisions of the Act. The Council's contention is based on the nature of your employment which it is stated will persist only for the duration of the schemes upon which you are engaged and on which you work entirely under the supervision and direction of the Consulting Engineer in charge of the schemes, upon whose recommendation you were originally appointed. You are provided by the Council with technical and clerical assistants and an allowance is paid to you for travelling expenses. The resolution of the Council appointing you Resident Engineer for the Portsmouth Drainage Scheme makes you subject to the conditions of service laid down by the Council where applicable.

"The Minister has carefully considered the circumstances of your employment and he is unable to accept the contention advanced by the Council. You are in his opinion an employee of the Council and as such an 'officer' within the meaning of the definition in section 40 (1) of the Act, paragraph (b) of such definition being applicable to you. The provisions of section 30 (1) are not applicable in your case and in these circumstances you became as from the 1st April, 1938, a contributory employee of the Council by the operation of the provisions of section 3 (2) (a) of the Act of 1937. The Minister therefore, allows your appeal and hereby determines accordingly."



### Rate of Contribution of Registrar

A local authority having considered the case of a Registrar of Births and Deaths first appointed since 1st April, 1930, who is also employed as Relieving Officer, etc., issued a notification which indicated that in respect of his employment as Registration Officer he would as from 1st April, 1939, be required to contribute to the appropriate superannuation fund at the rate of six per cent. and that he would not be entitled to reckon any of his previous service for the purposes of the Act. The person appealed to the Minister, whose decision was as follows:

"You have been in the continuous employment of the County Council since the 12th September, 1932, and since the 17th December, 1934, you have occupied a post designated as an established post for the purposes of the Local Government and other Officers' Superannuation Act, 1922. On the 9th August, 1937, while retaining that employment you were appointed for the first time as Registration Officer and in that post you were not subject to the Act of 1922.

"In regard to the rate of contribution payable by you as Registration Officer you assert that you are liable to contribute only at the rate of five per cent. and not at the rate of six per cent., as indicated in the County Council's statement. In that employment you are a contributory employee under the Local Government Superannuation Act, 1937, by reason of section 3 (2) (d) thereof, and by that fact and the operation of section 27 of the provisions of the Act will apply to you in the employment in question in like manner as they apply to contributory employees generally except in so far as Part IV of the Second Schedule to the Act is material. The provisions of Part IV, however, relate only to the reckoning of service rendered as a Registration Officer before the appointed day and do not affect in any way the provisions of section 6 of the Act which determines the rate of contribution. By this section, as you were not in your employment as Registration Officer at any time a designated employee, your rate of contribution is 6 per cent. The Minister, therefore, determines your appeal on this point accordingly.

"With regard to the question of the service which you are entitled to reckon in relation to your employment as Registration Officer the decision of the County Council indicates that you are not entitled to reckon any service prior to the 1st April, 1939. You submit, however, that if you make the payments prescribed by Article 5 (2) of the Local Government Superannuation (Service of Registration Officers) Regulations, 1939, your service as Registration Officer from the 9th August, 1937, to the 31st March, 1939, will be reckonable as contributing service, and that in any event your service from 12th September, 1932, to 31st March, 1939, is reckonable as non-contributing service. The Minister has given careful consideration to the matter and has reached the conclusion, in view of the provisions of Part IV of the Second Schedule to the Act of 1937, that in relation to your employment as Registration Officer, you are not entitled to reckon your service in that post prior to 1st April, 1939. In order to be able to reckon this service as part-time contributing service, you would need to exercise your rights under and comply with the provisions of Article 5 (2) of the Service of Registration Officers Regulations referred to above. If this service is not thus made reckonable as part-time contributing service it will not be reckonable at all.

"In relation to your employment as Registration Officer, however, you are entitled to reckon the following periods of service:

- 12th September, 1932, to 15th December, 1934,
- as Clerical Assistant—whole-time non-contributing service;
- 17th December, 1934, to 21st June, 1936,
- as Assistant Relieving Officer—whole-time non-contributing service;
- 22nd June, 1936, to 13th July, 1937,
- as Assistant on the Headquarters Staff—whole-time non-contributing service;
- 14th July, 1937, to 8th August, 1937,
- as Relieving Officer, etc.—whole-time non-contributing service;
- 9th August, 1937, to 31st March, 1939,
- as ditto—part-time non-contributing service.

### Service During Sick Leave Without Pay

In a notification issued by a local authority no account was taken of a period during which the employee was absent from duty on sick leave without pay. The employee appealed on the ground that the period is reckonable as non-contributing service for the purposes of the Act. The Minister's decision was as follows:

"Prior to your appointment to your present post you were employed by the Kettering Borough Council (formerly Urban District Council) and occupied a post designated as an established post for the purposes of the Local Government and other Officers' Superannuation Act, 1922. During the course of your employment by that Council you were absent from duty owing to illness for approximately 12 months. You were paid full salary for the first month of absence and half salary for the second month but from the 1st March, 1930, until your return to duty on the 9th March, 1931, payment of your salary was suspended.

"The Oxford City Council's decision was based on the ground that during the period you were not in receipt of a salary you were not in the service of the local authority and that, therefore, this period is not service within the meaning of the Act of 1937.

"The Minister has given careful consideration to the evidence and representations submitted. He takes the view that your absence on sick leave without pay did not break the continuity of the contract of service between you and the Kettering Council and that the period in question must, therefore, be regarded as falling within the definition of 'service' as contained in section 40 (1) of the Act. It was clearly not a period of contributing service for the purposes of the Act of 1922 and is, moreover, not such service as is referred to in paragraphs (a) or (c) of section 12 (1) of the Act of 1937. In the circumstances the period becomes subject to the provisions of section 12 (2) of the Act and is reckonable as non-contributing service.

### Status of Registration Officer

A local authority issued a notification which indicated that a Registrar of Births, Deaths and Marriages would not, having regard to Section 3 (4) (c) of the Act, become a contributory employee. The officer appealed on the ground that he should be entitled to reckon previous local government service, and the Minister decided as follows:

"According to the facts submitted, you were appointed as Registrar of Births, Deaths and Marriages for the Bury St. Edmunds Registration District on the 17th August, 1938. You have, however, held and continue to hold various local government appointments of a part-time nature since April, 1920.

"The decision of the County Council is based on the ground that your previous local government service cannot be aggregated with your registration service and that as you could not, before attaining the age of compulsory retirement (65 years) complete ten years of service in your post of Registrar, section 3 (4) (c) operates to preclude the application to you of section 3 (2) (d) of the Act.

"The Minister has carefully considered the representations submitted. He is advised that having regard to the definition of 'service' contained in section 40 (1) of the Act

it is necessary, in determining whether you are to become a contributory employee in respect of your employment as registration officer, to take into account previous local government service. He has reached the conclusion, therefore, that the provisions of section 3 (4) (c) are not applicable to your case and you were entitled in your employment as Registrar of Births, Deaths and Marriages, to become a contributory employee on the 1st April, last."

### Teacher in Non-Provided School

A local authority having considered the case of a supplementary teacher employed in a non-provided school whom they have with the consent of the Managers of the School by statutory resolution specified as a contributory employee, issued a notification which failed to take into account previous service rendered by the teacher in the same school prior to her present employment. The teacher appealed to the Minister whose decision was as follows:

"According to the facts submitted, you were employed as a supplementary teacher at the St. Peter Tavy Church School from the 13th January, 1901, to the 31st August, 1923, and that since the 5th September, 1927, you have again been similarly employed at that school. The County Council, with the consent of the Managers of the School, have passed a resolution under Section 3 (2) (f) of the Act specifying you as a contributory employee and in the statement accompanying the notification of the Council's decision that you would be a contributory employee the service rendered by you in the earlier period was not included as reckonable service.

"The Minister has carefully considered the representations submitted. He is advised that, having regard to the provisions of section 18 of the Act and to the definition of 'service' contained in section 40 (1), the provisions of the Act as to the reckoning of previous service are, in the case of a supplementary teacher employed in a non-provided school, to be construed as applying to all service, whether continuous or not, in the employment of the Managers of the School in which the supplementary teacher is serving on the date on which she becomes a contributory employee.

"The Minister accordingly hereby determines that if you were still in the employment of the Managers of the St. Peter Tavy School on the 1st April, 1939, you were, as a contributory employee, entitled to reckon as non-contributing service for the purposes of the Act the period of your employment with those Managers from the 13th January, 1901, to the 31st August, 1923."



BOLTON CIVIC CENTRE. Above, the new crescent of buildings which forms a background to the enlarged and modernized town hall, below.



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A AND B IN CONVERSATION.

A. I suppose you know the Council has given up its certificate of exception?

B. Rousing cheers. That means, I suppose, that as we don't earn more than £250 a year we shall be able to get the benefit of national health insurance, in future.

A. And what does *that* mean?

B. It means that the best thing for us to do is—join an approved society.

A. Don't you mean *the* Approved Society?

B. Sir, I was 'about to say "an approved Society which caters for local government officers alone and gives the best additional benefits."

A and B. In other words — the NALGO Approved Society.

A. When you write to them for an application form, ask for one for me, will you?

EXIT, LEAVING B WRITING. "NALGO APPROVED SOCIETY, 24, ABINGDON ST., LONDON, S.W.1. . . ."

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## N.A.L.G.O. EXAMINATION RESULTS

### Successful Candidates

Students whose names are given below were successful in the Association's examinations in May. Of the 108 that sat for the intermediate grade, 39 passed, 46 were referred, and 23 failed. Twenty-eight sat for the final, 19 passed, 20 were referred, and seven failed. The student's number and authority are given after his name.

#### INTERMEDIATE GRADE.

A W ASHBY, 2, Beckenham B.C.; G J W AVES, 3, Willesden B.C.; J P BAILEY, 5, Kettering B.C.; D G BECK, 10, Bristol C.B.C.; K T BOLTON, 13, Cumberland C.B.C.; H E BROOKS, 16, Hampshire C.B.C.; T BROOKS, 17, Colne B.C.; A S CLARKE, 22, Leicestershire C.C.; R S CLOTHIER, 26, Dagenham B.C.; C J. CLOYNE, 27, Hampshire C.C.; Miss M COCKS, 28, Lancaster C.B.C.; F E COLLIS, 29, East Ham C.B.C.; J COOKE, 30, Devon C.C.; H CUTTS, 31, Taunton B.C.; W DAVIES, 34, Dagenham B.C.; E C DENTON, 36, Kettering B.C.; J A FORD, 45, Willesden B.C.; G A HALLETT, 52, Devon C.C.; W F HOLBROOK, 57, Bath C.B.C.; R HUDSON, 59, Stockton-on-Tees C.B.C.; H R HUTCHINS, 60, Barking B.C.; T M IRISH, 61, Cardiff C.B.C.; K L JONES, 66, W. Riding C.C.; T LEDGARD, 67, York C.B.C.; F MACKEY, 68, Leicestershire C.B.C.; H G MILES, 71, Wakefield C.B.C.; A J J MORTIMER, 73, Walthamstow B.C.; T O O'KEEFE, 75, Southampton C.B.C.; N OLDROYD, 76, W. Riding C.C.; E F PANTON, 78, Willesden B.C.; F E PAYNE, 81, Leicestershire C.B.C.; L J PEARCE, 84, Beckenham B.C.; E W PREW, 86, Somerset C.C.; T K RICHARDSON, 90, West Hartlepool; P J SCRIMSHIRE, 96, Hertfordshire C.C.; R E SMITH, 100, Barking B.C.; K S SPARKE, 101, Heston and Isleworth B.C.; R W STILES, 102, Exeter C.B.C.; S W TILLEY, 104, Northampton C.B.C.

#### FINAL GRADE.

J A BALL, 201, Buckinghamshire C.C.; V J AUBUCHAMP, 202, Sutton and Cheam B.C.; W R COCKS, 206, Hastings C.B.C.; J J CONNOR, 207, Hampshire C.C.; B EVERETT, 209, Southport C.B.C.; P B HARRIS, 210, Leicestershire C.B.C.; R HUDSON, 211, N. Riding C.C.; C N HUTCHINSON, 212, Harrogate B.C.; C L LONGWORTH, 214, Bolton C.B.C.; H A MAPSTONE, 215, Willesden B.C.; F S MORRIS, 217, Bath C.B.C.; S C POTTER, 219, Bath C.B.C.; L V RALLISON, 220, Willesden B.C.; T ROSCOE, 223, Horwich U.D.C.; H L SIMPSON, 224, Harrogate B.C.; H C STACEY, 225, Saffron Walden B.C.; B S TOWN, 226, Harrogate B.C.; T H WHITTINGTON, 228, Somerset C.C.; G R WILSON, 229, N. Riding C.C.

### Date of N.A.L.G.O. Exams

The next N.A.L.G.O. examinations will be held on December 6, 7, and 8.

Applications to sit must be made on the prescribed form and received by the general secretary not later than **October 1**, not November 1 as stated in the N.A.L.G.O. Diary.

Late applications, accompanied by a late fee of 5s. for the intermediate, and 10s. for the final, will be accepted up to Nov. 1.

### N.A.L.G.O. Classes

Classes for intermediate and final Nalgo exams will be held from September 25 to June 29, 1940, at the Swan Street L.C.C. Institute, London, E.C.3. Inter. subjects are statistics, economics, office practice, local government and public administration; final, municipal organisation, state system of education. Mr. H. R. M. Chamberlain, B.Sc.(Econ.) and Mr. S. W. Magnus, B.A., Barrister-at-Law, will lecture.

The courses have been well attended despite Territorial and National Service duties, and it is hoped to maintain the present standard.

For particulars telephone Byron 1342 (mornings) or attend for enrolment when the classes begin.

### BRANCH CIRCULARS

The following communications were sent to branches between June 8 and July 13:

#### June 8

**65/ORG/39** (to branch secretaries) enclosed copy of Ministry of Health circular 1827 dealing with persons called up for training under the Military Training Act, 1939, and the Reserve and Auxiliary Forces Act, 1939.

#### June 22

**66/ED/39** (to branch secretaries) enclosed pamphlet giving particulars of the Copenhagen summer school, and dealt with the Oxford school.

**67/SA/39** (to branch secretaries and "Beano" contact officers) urged the sale of further copies of "Beano," 1939.

**68/SA/39** (to branch secretaries) dealt with (a) continental holidays; (b) special facilities at the Ace of Spades roadhouses; and (c) holiday centre vacancies.

**69/BO/39** (to branch secretaries) dealt with a drive to increase the membership and income of the Benevolent and Orphan Fund.

**71/ORG/39** (to branch secretaries) dealt with national service and local government officers. This circular was set out on p. 226 last month.

#### July 13

**70/NPS/39** (to Provident Society correspondents) enclosed a circular (copies of which could be requisitioned) for distribution to non-members of the Society; gave particulars of the Society; and enclosed a copy of the up-to-date rules.

### IMPORTANT DATES

**August 26—September 2.** Summer School at Copenhagen.

**August 31.** Branches to remit to headquarters all monies due to the Association.

### COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

February 55	May 53
March 53	June 53
April 53	July 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	May	June	July
Food ..	34	34	39
Rent ..	62	62	62
Clothing ..	110	110	110
Fuel and light ..	85	80	80
Other items ..	80	80	80

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**NORTHAMPTON**, det., semi-bungalow, freehold (1938), 2 rec. rooms, 3 bed. (1 h. and c.), tiled bath, kitchen, w.c., large garden, space garage, good bus service, 3 miles Northampton. £800 or offer.—R. A. Heath, "Redmays," Booth Lane, Buttocks Booth, Northampton.

**BAKEWELL**, Derbys.—mod. det. freehold res., beautiful surroundings, 3 bed., 2 rec., conservatory, kitchen, bath, etc., garage, plot 70 feet by 108 feet. usual services, matured garden. £1100.—H. P. B. Box No. 23, c/o 24, Abingdon Street, Westminster, S.W.1.

## MUNICIPAL HOUSING CERTIFICATE

An examination for those employed on Municipal Housing estates has been instituted by the Incorporated Society of Auctioneers and Landed Property Agents for a certificate for housing managers. The society has given a practical emphasis to the examination, which will consist of intermediate and final stages.

The former consists of two parts, each of four subjects, and the latter has six subjects. Of the total examination time of twenty-nine hours, five will be spent on building construction, four on law of housing, and two on plans and mensuration. The committee has also arranged its subjects so that in the intermediate stage the student will work at those most likely to be required in his daily work. The higher administrative staff needs are contained in the final examination.

The examination will be open to those employed on private or public estates. The syllabus follows the lines of the Minister of Health's report on the management of municipal housing estates. Enquiries should be addressed to the Incorporated Society of Auctioneers & Landed Property Agents, 34, Queens Gate, S.W.7.

### Beano "???" Story Result

W. H. Graham of Manchester wins the prize, a copy of "The Lighter Side of Local Government," for the unnamed story by K. E. H. in "BEANO" with his entry, "The Power and the Glory." Other good suggestions were "Civilisation Stayed," E. J. March, Rugby, "The Man Who Killed Death," W. J. Rolstone, Milford Haven, "The Retreat of Progress," W. E. Guling, Brighton, and "The Postponement," H. J. Chapman, Waltham Abbey.

### PLEASE KEEP GOING!

Don't forget that every copy of "BEANO" sold now means a clear profit of one shilling for the Benevolent and Orphan fund, as expenses have been covered. You've done wonderfully already, but please keep on selling. It would be grand to sell right out. Branch secretaries and "contact" officers, why not get your colleagues to sell copies at home and to their friends?

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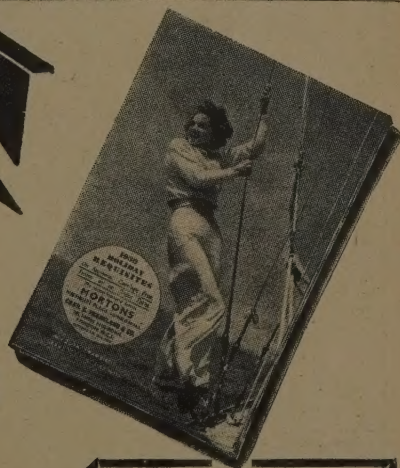
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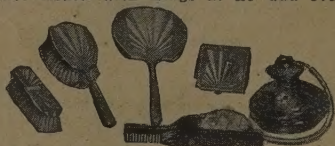


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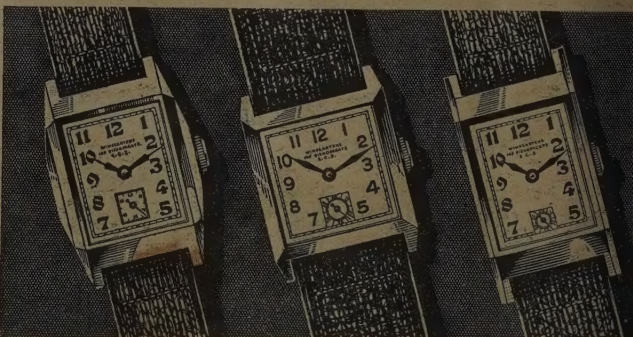


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